

NAME:

M.A. in Organizational Psychology (MAOP)

Adler School of Professional Psychology

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## OVERVIEW

The Master of Arts in Organizational Psychology (MAOP) degree program prepares graduates to work in a variety of areas related to organizational development and leadership for business, industry and the public sector. The curriculum includes integration of theory, research, applied skills and community service, within the discipline of organizational psychology as well as addressed by counselling psychology theory and practice.

The program requires students to complete a comprehensive research project to ensure students have the requisite understanding of research and critical analysis process, and are fully prepared to undertake further academic pursuits. In addition, students must complete a 150 hour Community Service Practicum in the community, plus a 300 hour Professional Practicum completed in an organizational setting. This blend of focused academic study, research rigour and required demonstration of “in situ” professional skills builds the strong competencies required in the field of Industrial/ Organizational Psychology

## FACULTY

NAME	RESEARCH INTERESTS	COURSES TEACHING
Larry Axelrod, Ph.D. Dean and Director of the MAOP	Conflict Resolution and Resolution Practice Social Influence and Individual Motivation Professional Ethics Workplace Mistreatment Human Rights	548 Organizational Policy Frameworks and Dispute Resolution
Lyz Sayer, Ph.D. Core Faculty	Career Issues in the Development of Women  Assessment for selection and development  Succession Planning  Emotional Intelligence:	200 and 201 Professional Development 571 Foundations of Counselling and Organizational Psychology 574 Principals of Industrial/ Organizational Psychology 569 Lifestyles and Career Development 580 Organizational Theory and Change Management
Julie Stockton, Ph. D	Leadership and Coaching Positive Organizational Scholarship	575 Executive Coaching/ Consulting and Leadership Development 547 Group Theory and Practice
Lee Butterfield, Ph.D. Director, M.A. in Counselling Psychology	Worker wellness and well-being Coping with transition and burnout Career Development and Change	549 M.A. Research Project in Organizational Psychology
Hammond Tarry, Ph.D.	Attachment Theory Attitudes to Authority Offending Behaviour	641 Social Psychology and Individual Differences

## CORE COMPETENCIES

Competency	Course	Comments
Ethical, Legal, and Professional Issues in I-O Psychology	505 Professional Development, Issues and Ethics 548 Organization Policy Frameworks and Dispute Resolution	The topic of ethics is also addressed in the 200 Professional Development, 571 Foundations of Counselling and Organizational Consulting and throughout the core MAOP courses.
Organizational Theory	571 Foundations in Counselling and Organizational Psychology 580 Organizational Theory and Change Management	
Work Motivation Theory	571 Foundations in Counselling and Organizational Psychology	
Statistical Methods Data Analysis	546 Research Methods in Organizational Psychology	There are prerequisites for entry into the MAOP that students must have

		completed certain levels in statistics and research methodology
Research Methods	546 Research Methods in Organizational Psychology 550 Preparation for the M.A. Research Project 549 M.A. Research Project in Organizational Psychology	
Personnel Selection, Placement, and Classification	574 Principles of Industrial/Organizational Psychology	Text is <i>Recruitment and Selection in Canada</i> , by Catano, Weisner, Hackett and Methot
Performance Appraisal/Feedback	574 Principles of Industrial/Organizational Psychology	
Measurement of Individual Differences	472 Basic Intervention and Assessment Skills 569 Lifestyle and Career Development	569 includes a full battery of assessment in the areas of abilities, interests, personality and values
Organizational Development Theory		
Job and Task Analysis	574 Principles of Industrial/Organizational Psychology	
Criterion Development Theory		

### Complementary Areas

Competency	Course	Comments
Individual Assessment	569 – Lifestyle and Career Development	Specific training in assessment for career counselling including: <ul style="list-style-type: none"> <li>• JPI-R</li> <li>• JVIS</li> <li>• CISS</li> <li>• MBTI</li> <li>• PREVUE</li> <li>• SII</li> <li>• DAT</li> <li>• Qualitative assessment via individual reports and checklists</li> </ul>
Training Theory, Program Design and Evaluation	574 Principles of I/O Psychology	
Attitude Theory	641 Social Psychology and Individual Differences	

Career Development Theory	569 Lifestyle and Career Development	Taught by Dr. Lyz Sayer who has been a specialist in this are for over 30 years, and taught at the University of Toronto
Human Performance/Human Factors/Ergonomics		

Second Areas:

AREA	Course	Comment
Small group theory and process	547 Group Theory and Process	
Decision Theory	571 Foundations in Counselling and Consulting Psychology	
Program Evaluation		
Consumer Behavior		
Fields of Psychology		
History and Systems of Psychology		