

B.S. in Industrial/ Organizational Psychology

As a STEM designated degree program by the Department of Homeland Security (see <https://www.federalregister.gov/d/2022-01188/p-50>), the Bachelor of Science degree in Industrial-Organizational (I-O) Psychology develops scientist-practitioners who apply their specialized knowledge to resolve human and organizational problems at work. As one of the 15 recognized specialties in professional psychology in the United States, I-O Psychology contributes to an organization's success by improving the performance, health, safety, and well-being of organizations and their employees. Those with specialized training in I-O psychology address issues of recruitment, employee selection and placement, training and development, performance measurement, diversity, employee motivation, satisfaction, and health, as well as workplace design. The program delivers an effective foundation in human behavior and mental processes as they relate to individual and organizational effectiveness that prepares the student for a wide variety of organizational settings and for advanced study at the graduate level.

The Bachelor of Science in I-O Psychology is housed within the Department of Behavioral & Social Sciences. Using a scientist-practitioner approach to education, our faculty work side-by-side with students on research and industry collaborations. Students have numerous opportunities to attend professional networking events, present at scientific conferences, pursue internships, and engage with future colleagues. Our faculty are active scholars and noted professional experts in their fields, and their primary focus is on the success of the students in the Bachelor of Science program.

The Bachelor of Science degree in I-O Psychology is designed to provide the student the following expertise:

- Knowledge of basic psychological principles and theories, and how those are applied to the study of individuals and organizations. This includes sufficient coursework for graduate study in psychology or related disciplines, if desired.
- Understanding of the breadth of psychological applications beyond traditional clinical roles, including in areas such as teamwork, leadership, human factors in organizations, occupational health, safety, and well-being, employee assessment, and more.
- Ability to understand research processes, techniques, and procedures and to draw appropriate conclusions from the analysis of both quantitative and qualitative data.
- Use of appropriate tools to understanding the performance of individuals and organizations from an evidence-based perspective and develop tools to improve both individual and organizational performance.

Students will:

- Assess leadership skills, employee health, safety, and well-being, and performance within organizational contexts.
- Communicate research findings and psychological insights effectively to diverse audiences.
- Apply professional and ethical practices and legal regulations to industry.
- Conduct empirical research within the field of industrial-organizational psychology.
- Evaluate psychological principles and evidence-based practices in the design and execution of personnel selection and training programs.
- Apply human factors principles to optimize workplace environments and systems.

Degree Requirements

The successful completion of the Bachelor of Science in Industrial-Organizational Psychology requires a minimum of 121 credit hours. Students will complete a general education core, a math and science core, and a Psychological Science core. Completion of a minor is strongly recommended but not required.

Program Requirements

General Education

Embry-Riddle degree programs require students to complete a minimum of 36 hours of General Education coursework. For a full description of Embry-Riddle General Education guidelines, please see the General Education section of this catalog.

Students may choose other classes outside of their requirements, but doing so can result in the student having to complete more than the degree's 121 credit hours. This will result in additional **time and cost** to the student.

Communication Theory and Skills	9
Computer Science or Information Technology	3
Mathematics	6
Physical and Life Sciences (Natural Sciences)	6
Humanities or Social Sciences	12
3 hours of lower-level Humanities	
3 hours of lower-level Social Science	
3 hours of lower-level or upper-level Humanities or Social Science	
3 hours of upper-level Humanities or Social Science	

Total Credits **36**

Industrial/Organizational Psychology Core (96 Credits)

The following course of study outlines the quickest and most cost-efficient route for students to earn their B.S. in Industrial/Organizational Psychology. Students are encouraged to follow the course of study to ensure they complete all program required courses and their prerequisites within four years.

Courses in the core with a # will satisfy general education requirements.

BA 201	Principles of Management	3
BA 222	Business Analytics Tools	3
BA 319	Managerial and Organizational Behavior *	3
BIO 120 & 120L	Foundations of Biology I and Foundations of Biology I Laboratory #	4
COM 122	English Composition #	3
	General Education - Communications Elective #	6
	General Education - Computer Science or Information Technology Elective #	3
	General Education - lower-level Humanities #	3
	General Education - lower-level or upper-level Humanities or Social Science #	3
	General Education - upper-level Humanities or Social Science #	3
	General Education - Mathematics Elective	6
	General Education - Physical and Life Science (Natural Science)	2
HF 300	Human Factors I: Principles and Fundamentals	3
HF 306	Human Factors III: Performance Processes *	4
PSY 101	Introduction to Psychology #	3
PSY 103	Professional Development in Psychology	1
PSY 222	Introduction to Industrial/Organizational Psychology *	3
PSY 226	Statistics for Organizational Analysis and Research **A	3

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PSY 311	Sensation, Perception, and Cognition *	3
PSY 320	Aviation Psychology **	3
PSY 322	Research Design **^	4
PSY 335	Physiological Psychology *	3
PSY 345	Training and Development **	3
PSY 350	Social Psychology **	3
PSY 365	Abnormal Psychology *	3
PSY 370	Occupational Health & Performance	3
PSY 401	Psychology of Leadership *	3
PSY 410	Personnel Selection and Assessment **	3
PSY 494	Tests and Measurements Theory *	3
PSY 496	Capstone in Psychology *	3
Total Credits		96

Minor/Open Electives (25 Credits)

Minor/Open Electives	25
Total Credits	121

Notes: Open elective credits required will be calculated, based upon selection of the minor, to complete the minimum of 121 credits requirement for the degree.

All Army ROTC students are required to complete SS 321 - U.S. Military History 1900-Present (3 credits) in order to commission.

UNIV 101 meets open elective or credit in excess of degree requirements.

* Offered in Fall Only

** Offered in Spring Only

General Education Courses

^ PSY 226 and PSY 322 are rigorous, foundational courses in the field of psychological sciences. Therefore, both must be taken at ERAU to ensure students receive the highest quality of instruction, as well as benefit from the university's unique academic resources.

Industrial/Organizational Psychology - General

Freshman Year

Fall		Credits
COM 122	English Composition	3
	Computer Science/Information Technology Elective	3
	Mathematics Elective	3
	Open Elective	3
PSY 101	Introduction to Psychology	3
UNIV 101	College Success	(1)
Credits Subtotal		15.0

Spring

BIO 120 & 120L	Foundations of Biology I	4
	Humanities Lower-Level Elective	3
	Mathematics Elective	3
	Open Elective	4
PSY 103	Professional Development in Psychology	1
PSY 320	Aviation Psychology	3
Credits Subtotal		18.0

Sophomore Year

Fall		
BA 222	Business Analytics Tools	3
	Communications Elective	3
HF 300	Human Factors I: Principles and Fundamentals	3

PSY 222	Introduction to Industrial/Organizational Psychology	3
PSY 311	Sensation, Perception, and Cognition	3
Credits Subtotal		15.0

Spring

BA 201	Principles of Management	3
	Communications Elective	3
	Natural Science Elective	2
	Open Elective	3
PSY 226	Statistics for Organizational Analysis and Research	3
Credits Subtotal		14.0

Junior Year

Fall

HF 306	Human Factors III: Performance Processes	4
PSY 322	Research Design	4
PSY 335	Physiological Psychology	3
PSY 365	Abnormal Psychology	3
PSY 401 or PSY 345	Psychology of Leadership Training and Development	3
Credits Subtotal		17.0

Spring

	Humanities or Social Science Upper-Level Elective	3
	Open Elective	3
	Open Elective	3
PSY 350	Social Psychology	3
PSY 370 or PSY 410	Occupational Health & Performance Personnel Selection and Assessment	3
Credits Subtotal		15.0

Senior Year

Fall

BA 319	Managerial and Organizational Behavior	3
PSY 401 or PSY 345	Psychology of Leadership Training and Development	3
PSY 494	Tests and Measurements Theory	3
PSY 496	Capstone in Psychology	3
Credits Subtotal		12.0

Spring

	Humanities or Social Science Upper-Level Elective	3
	Open Elective	3
	Open Elective	3
	Open Elective	3
PSY 410	Personnel Selection and Assessment	3
Credits Subtotal		15.0
Credits Total:		121.0