

Fairfield University
Industrial Organizational Psychology/MA
Fall 2019 Course Offerings

Registration Deadline: August 20/ Classes begin September 3

PY 406- 97640 Organizational Development

This course explores and analyzes the various methods and techniques for effective organizational development in contemporary organizations and focuses on models, case studies, and candidate examination of organizations with which they are affiliated. Candidates identify and study key success factors such as organizational culture, leadership, and history. Three credits

Instructor: Maloney

Thursday, Oct. 30 – Dec. 16

5 – 9:15 p.m.

PY 420-97641 Intro to Industrial/Organizational Psychology

This course introduces the application of psychological concepts, principles, and methods to process issues and problems in the work environment. Topics include personnel selection, training, and development, work motivation, job satisfaction and effectiveness, work design, and organizational theory. For students interested in the 5-year integrated bachelor's/master's degree in Industrial/Organizational Psychology, permission of the instructor is required. This course may be used by psychology majors as a psychology elective towards the undergraduate degree if [PY 0124](#) has not been taken. Three Credits.

Instructor: Tomlin

Tuesday, 5– 7 p.m.

PY 433 – 97643 Behavioral Statistics

Participants study descriptive and inferential statistics with an emphasis on methodological and technological applications in the behavioral sciences. Topics range from measures of central tendency to parametric and nonparametric tests of significance. Applied Psychology students must earn at least a B in the course for the course to count toward their degree. Candidates with a prior course in statistics may try to test out of [PY 0433](#) before the first class. Contact the instructor well in advance of the first class to make arrangements. Candidates who successfully test out of this course will substitute another approved three-credit course appropriate to their program. Three credits.

Instructor: Tomlin

Thursday 5 – 9:15 p.m.

PY 435 – 97644 Psychology of Personality

This course takes a comprehensive approach to understanding theories of personality formation through an in-depth survey and critique of major and minor theories of personality. The course emphasizes developing a critical understanding of the similarities and differences among the theories and the contribution of each theory to conceptualizations of normal and abnormal behavior, with application to the understanding of current research in personality psychology. Cross-cultural issues are addressed. Applied Psychology students must earn at least a B in this course for the course to count toward their degree. Three credits.

Instructor: TBA

Tuesday 7:15 – 9:15 p.m.

PY 471 – 97647 Effective Interviewing

This course trains individuals whose work requires a high skill level in communication. The course emphasizes defining the goals of the interview and the best means for achieving these goals, attending to overt and covert language and non-language messages, and dealing with the emotional dimensions of the interview. Candidates learn and experiment with a variety of interviews in different contexts. Three credits.

Instructor: Tomlin

Wednesday, 5– 7 p.m.

PY 545- 97650 Design & Dev Training Programs

Prerequisites: Matriculation in the IOPE program; [PY 0420](#).

Designed for prospective trainers, training specialists, personnel generalists, or line personnel in business and industry, this course focuses on designing and developing training programs for administrative professionals, management employees, and school personnel. Course assignments provide individualization and allow content to be tailored to participant needs and working environments.

Crosslisted with [MD 0545](#). Three credits.

Instructor: Maloney

Thursday, Sept. 9 – Oct. 29

5 – 9:15 p.m.