### Courses

#### Core Level 1 (fundamental to an understanding of the field)
4 courses @ 3 credits each

- **Functions of Organizations** (3 credits): A survey of the primary functions and operations of organizations and the relation of these functions to human resource management
- **Understanding Behavioral Research** (3 credits): Overview of alternative methods of behavioral research and their relative strengths and limitations
- **Organizational Psychology** (3 credits): Introduction to theories and research that underlie the field of organizational psychology
- **Human Resource Management** (3 credits): Current and emerging emphases in the management of human resources in organizations

Total Credits: **12**

#### Core Level 2 (to further develop advanced knowledge of key topics)
3 courses @ 3 credits each

- **Group Dynamics** (3 credits): Explores social processes in groups and their impact on individual behavior
- **Organizational Dynamics & Theory** (3 credits): Study of organizations as systems with emphasis on the reciprocal relationship between individuals and organizations
- **Managing Conflict in Organizations** (3 credits): Designed to address conflicts in organizations from theoretical and practical points of view

Total Credits: **9**

#### Core Level 2: Application Course
1 course @ 2-5 credits

Choose one:

- **Internship in Organizational Psychology** (2-3 credits): Provides students with an opportunity to gain practical experience relevant to their interests
- **Basic Practicum in Conflict Resolution & Mediation Skills** (3 credits): training in the basic skills of collaborative negotiation and mediation with supervised practice
- **Practicum in Change & Consultation in Organizations** (5 credits): Offers the opportunity to study and experience anticipated consultant roles during the entry, diagnostic, and intervention phases of efforts to effect change

Total Credits: **2-5**

*For more specific details of these requirements, please consult the Academic Catalog or MA Program Handbook.*
Core Level 2: Advanced Theory Course  
1 course @ 3 credits  
Choose one:  
- **Leadership & Supervision** (3 credits): Major psychological and other interdisciplinary approaches to the study of leadership with critical analysis  
- **Fundamentals of Cooperation, Conflict Resolution, & Mediation** (3 credits): Topics such as cooperation and competition, trust and suspicion, bargaining and negotiation as they relate to conflict resolution in various contexts  
- **Intercultural Communications** (3 credits): Explores the intercultural communication field and what it has to offer educators in the context of theory and practice and in their ability to design effective and empathic learning environments  

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<tr>
<th>Breadth Requirement</th>
<th>3 courses @ at least 2 credits each</th>
<th>6-9</th>
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<tbody>
<tr>
<td>Courses must be taken outside the social-organizational psychology program but must be taken at Teachers College. Please see the handbook for a listing of sample courses.</td>
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<tr>
<td><strong>Permission must be obtained from the MA Program Director or Advisor if the course is not explicitly identified in the MA Student Handbook.</strong></td>
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<tr>
<th>Elective Courses</th>
<th>Courses must be at least 2 credits each</th>
<th>8-13</th>
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| May be within social-organizational psychology, or outside of the program.  
May also be taken outside of Teachers College at the Columbia Business School, the School of International and Public Affairs, the School of Social Work, etc. Please see the handbook for a listing of sample courses. | | |
| **Permission must be obtained from the MA Program Director or Advisor if the course is not explicitly identified in the MA Student Handbook.** | | |

| Comprehensive Exam |  
- The Comprehensive Exam is required and is designed to ensure that students graduating from the Social-Organizational Psychology Program are knowledgeable in the primary, foundational areas of the field. The exam is administered three times a year -- once in the Fall, Spring, and Summer. Exam dates are announced at least one semester in advance. More information is provided at Orientation/Registration Day and reminders are sent via email to the listserv. | | |

**TOTAL**  
45

*For more specific details of these requirements, please consult the Academic Catalog or MA Program Handbook.*