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**INYO 501**

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**Academic Plan of Study**

**Introduction**

My major concentration is Industrial and Organizational (IO) Psychology, and it focuses on organizational behaviors in the workplace, including personnel selection, quantitative analysis, teams, leadership, work and family issues and organizational health issues (George Mason University, 2018). The Master of IO Psychology at George Mason University emphasizes research is a significant method accessed to professional skills in both academic and applied settings (George Mason University, 2018). From my perspective, I would like to engage in a research-intensive program. Only when I see a significant effect in statistics, can I tell other people that the phenomena or the psychological intervention is true rather than an intuitive sense. In the future, I plan to be an IO practitioner in the enterprise and I am delighted to combine my research with practical issues and apply my research results into workplace. Currently, I am interested in leadership and teamwork.

**Academic Goals**

**Goal 1**

In order to receive an admission of the regular academic program in Psychology Master program at George Mason University by the end of May 19th, 2019, I need to pass all requirements of the pathway program and be an outstanding candidate in the pathway programs. The specific requirements include overall GPA 3.5+, B+ in pathway classes, at least A in one major class and an adequate score in GRE test (George Mason University, 2018). Until the mid-term evaluation in the first pathway semester, my overall GPA is around 4.00. And I got enough GRE score last time. I believe that if I can keep study hard, I will meet all of the requirements and get the admission of the Department of Psychology at GMU.

**Goal 2**

Find my supervisor and my research interests; confirm my certain research topic; and conduct my individual research and publish an academic article in an academic journal by the end of 2020. In order to explore my research ability and evaluate myself whether I should continue to my PhD education or go into workplace. Many master students conduct their individual research or take part in a group research project to accumulate their research experience. Although I have group research experience and I study hard in statistics, I believe there are still some difficulties for me. It is hard to choose an appropriate topic and collect enough data. In addition, it is not easy to organize an English academic article for a foreigner. This goal is challengeable but not achievable, and I believe that if I can do it step by step, I will achieve it.

**Goal 3**

After searching for recruiting information and requirements of different companies or institutions, find a summer internship related to IO psychology in 2020, such as HR, Business Consultant. In order to explore my work experience and evaluate myself whether I should continue to my PhD education or go into workplace. Several graduate students find a summer internship related to their major. I have work experience in Clinical Psychology rather than IO Psychology, however, I believe I can apply psychological theories in practice well. Second, I can do basic data analysis work now, but I will continue to choose several statistics course in order to obtain a stronger statistics ability. Further, how to communicate with domestic and other national employees in an appropriate way also is a challenge for me.

**Disciplinary Resources List**

1. Society for Industrial and Organizational Psychology (SIOP, n.d.)

This is an official and the biggest institution of IO Psychology. In the SIOP website, I can search recent publications to learn about the trend of at present research (SIOP, n.d.). I can find detailed information of every IO Psychology programs among the US and the rank of IO Psychology programs (SIOP, n.d.). In addition, I can search job information on this website (SIOP, n.d.).

1. *Encyclopedia of Industrial and Organizational Psychology* (Rogelberg, 2007).

This is an encyclopedia of IO Psychology, and it includes general terminology in IO psychology(Rogelberg, 2007). Thus, when I feel confused about a new terminology, I can look up directly in this book. In addition, it shows the related theory rather than a simple definition.

1. *Comprehensive Handbook of Psychological Assessment, Volume 4: Industrial and Organizational Assessment* (Hersen et al., 2004)

This book is the fourth volume of *Comprehensive Handbook of Psychological Assessment* (Hersen et al., 2004). This book includes tests, inventories, interviews, simulations and performance appraisal techniques operated in the workplace (Hersen et al., 2004). Further, it includes the assessment of groups and teams rather than only individuals (Hersen et al., 2004). I need to be familiar with the assessments used in the workplace.

1. *Industrial and Organizational Psychology: Research and Practice*, 7th Edition (Spector, 2016)

This book introduces a through and clear overview of IO Psychology. It includes all of the general topics of IO Psychology and IO psychologists’ work contents, such as performance appraisal, selection, training, leadership, teamwork and occupational health psychology (Spector, 2016). In addition, it provides a global perspective on the field. It analyzes several practical cases. Thus, I can integrate the theoretical knowledge with the real cases.

1. *Handbook of occupational health psychology*, 2rd Edition (Quick & Tetrick, 2010)

This book aims to organize the knowledge and problems in occupational health with interdisciplinary perspectives (Quick & Tetrick, 2010). It includes historical, contemporary and future-orientated perspective on occupation health (Quick & Tetrick, 2010). Further, it emphasizes the reasons and risk factors which lead to occupation health problems (Quick & Tetrick, 2010). Lastly, it describes the main symptoms of health disorders and interventions for health (Quick & Tetrick, 2010). Occupational health becomes a cutting-edge issue in recent years, so it is necessary to learn basic knowledge of it.

1. *Handbook of Research Methods in Industrial and Organizational Psychology* (Rogelberg, 2004)

This book introduces basic statistics knowledge, research approaches and theoretical models in IO Psychology. Since I need to read a huge number of academic paper and do individual research in the future, it is necessary to learn about methodological and measurement basics and master the statistical skills.

1. *SPSS Survival Manual* (Pallant, 2016)

SPSS is a main statistical software in IO Psychology, and whether in graduate program or workplace, SPSS plays an important role. This book is a classical textbook and recommended reference book for people who are studying how to run SPSS well.

**Course Plan**

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| Semester | Course Name | Nature & Credits | Note |
| 2019 Fall | PSYC 557: Psychometric | Specialized Content 3/10 | Prerequisite: PSYC 300 and 320  Schedule: N/A |
| PSYC 636: Survey of Industrial Psychology | Survey of Content 3/6 | Prerequisite: PSYC 300 or permission of instructor  Schedule: Fall |
| PSYC 639: Survey of Industrial Psychology | Survey of Content 3/6 | Prerequisite: PSYC 300 or 632  Schedule: Fall |
| 2020 Spring | PSYC 703: Social Base of behavior | Core course 3/3 | Prerequisite: N/A  Schedule: Spring |
| PSYC 741: Psychology of Work Motivation | Specialized Content 3/9 | Prerequisite: PSYC 333 or permission of instructor  Schedule: N/A |
| PSYC 667: Behavior in Small Groups and Teams | Specialized Content 3/9 | Prerequisite: PSYC 231  Schedule: N/A |
| 2020 Fall | PSYC 640: Technique in I/O Psychology | Specialized Content 3/9 | Prerequisite: PSYC 300 or permission of instructor  Schedule: N/A |
| PSYC 890: Seminar in Professional Psychology | Professional Development: 1/1 | Prerequisite: Student in psychology.  Schedule: N/A |

Source: University Catalog (2018), retrieved from <https://catalog.gmu.edu/colleges-schools/humanities-social-sciences/psychology/psychology-ma/#admissionspoliciestext>

**Academic Reflection**

In IO Psychology, whether you are a graduate student or a practitioner, a strong statistical skill is necessary because IO psychologists need to analysis a great deal of data. Further, summarizing certain information you needed from various academic publications as soon as possible is required. Academic writing is another significant skill for graduate students, and anyone who writes their assignments or their own research article should respect academic integrity and use adequate and appropriate citations.

To be honest, I feel more pressure and anxiety than I imagined before during the first semester of pathway program. Since the strict requirements of my major, I cannot take any assignment for granted, even it is just a small task. However, I treat these challenges as different measurements of being an outstanding candidate of graduate students. In addition, I would like to say that time management is a necessary skill for a graduate student. Since I have a great number of things on my to do list, if I cannot distinguish which thing is the most urgent and necessary, I will feel overwhelmed and suffered among them.

Through this semester, I take participate in several academic events, which make me recognized that as a graduate student, I should actively engage in diversity campus events, such as the brown bag, workshops and career fair. These activities can help me explore the network in my major area and enrich my experience.

I appreciate that I learn a lot of things from pathway courses. From INYO 501, I learn that the basic academic rule in the US education and research, which is academic integrity. Further, I can distinguish which information I should cite appropriately or which information I should paraphrase. From EAP 506, I improve my academic writing skills and I can analyze a research article well. Considering that I need to read huge research articles in the future and write my individual research article, I really gain various experience through this semester. In addition, several pathway classes require me to do presentations, and I feel less anxiety and more comfortable to speak in front of the public. Although I only have one major class, Advanced Statistics, this semester, I can imagine how statistics important in my major. Thus, master the basic knowledge of statistics and operate them in different statistical software are my urgent needs.

To sum up, I need to be proficient in statistical analysis, the summary of information and academic writing in order to be a formal graduate IO Psychology student. In addition, I also learn to do time management ability and actively engage in campus life.

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