

## EMPLOYEE PERFORMANCE IMPROVEMENT TRACK

A three-course sequence in employee performance improvement is provided for students who do not seek the master's degree in psychology but wish to employ the knowledge and skills in their current organization.

**660 Special Topics: Performance Systems.** A comprehensive approach to designing performance measures, performance scorecards, and performance pay systems is presented.

**660 Special Topics: Performance Analysis and Improvement.** Learn to analyze performance trends to identify improvement opportunities. Learn to pinpoint performance constraints and implement plans to remove them.

**660 Special Topics: Organizational Development.** Learn how to implement stakeholder pay, continuous improvement, job enrichment, and self-managed teams to create an engaged, high performance employee group.

Applying for the Employee Performance Improvement Track. Applicants are only required to have a B.A. and are not admitted to the master's degree program. Course credits may later be applied if accepted to the program. Contact [william.abernathy@selu.edu](mailto:william.abernathy@selu.edu) for more information concerning the track and registration.

Southeastern Louisiana University is located in Hammond, Louisiana on the 'North Shore' near Ponchatrain Lake approximately 45 minutes from New Orleans or Baton Rouge. Southeastern is a dynamic institution with an enrollment of 15,000 undergraduate and graduate students. The region is known for its unique culture, cuisine, and recreational opportunities.



**Southeastern  
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**Phone (985) 549-2154  
[www.selu.edu](http://www.selu.edu)**

Graduate Concentration In  
Industrial / Organizational  
Psychology: A Behavior  
Systems Approach



**Southeastern  
Louisiana  
University**

## PSYCHOLOGY MASTER'S DEGREE

The Psychology Master's Degree I/O concentration integrates core graduate psychology courses, I/O Psychology and Behavior Systems Analysis. A one-year supervised field experience is available. The program provides students the option to continue their graduate work in a doctoral program or immediately seek employment as an internal or external organizational consultant.

### CURRICULUM

#### Semester 1

575. Industrial/Organizational Psychology  
635. Experimental Design and Analysis  
614. Social Psychology  
660. Special Topic: Performance Systems

#### Semester 2

636. Non-experimental Design and Analysis  
613. Physiological Psychology  
660. Special Topic: Performance Analysis and Improvement

#### Semester 3

612. Learning, Memory, and Cognition  
615. Psychological Assessment  
660. Special Topic: Organizational Development  
770. Thesis (field Experience)

#### Semester 4

770. Thesis (field experience)  
Elective

## REGISTRATION AND FACULTY

Applicants for the I/O concentration master's degree should apply to the Psychology graduate program coordinator, Dr. Paula Varnado-Sullivan. Applicants must have a B.A. with a 2.50 overall, a 3.00 average for a minimum 18 hours of undergraduate psychology courses, and a minimum 950 GRE combined score. See the SLU web site, [selu.edu](http://selu.edu), for more information.

Dr. William B. Abernathy (Ohio State University) coordinates the concentration, supervises the field experiences, and teaches I/O Psychology and behavior systems courses. He has been an international organizational consultant for over thirty years and is the author of *The Sin of Wages* and *Managing Without Supervising*.

Dr. Nischal Rodrigues (University of Nevada – Reno) teaches behavior systems courses and performance management. He has published in the areas of systems analysis, Intertheoretic relations, and organizational performance management.

## CAREERS IN I/O PSYCHOLOGY

I/O Psychology is the application of behavioral science in organizations to improve employee performance and job satisfaction. The field has a projected growth of over 20% a year through 2018. The median salary in 2009 was \$83,260 annually. Of I/O psychologists surveyed, 6% had a bachelor's degree, 53% a master's degree, and 41% a doctorate or professional degree.

In 2008, 36% of I/O psychologists were employed by consulting firms, 16% were self-employed, and 48% worked for private and public organizations. That is, 52% served as external consultants to organizations while 48% served as internal consultants.

