

PSY6750 — MSIOP Internship



Guidebook for Students

PSY 6750 Course Description: Students will complete a minimum of a 160-hour paid/unpaid graduate-level internship experience related to industrial/organizational psychology. The primary focus is to provide an opportunity for students to gain experience and training, apply industrial/organizational psychology knowledge and develop skills in the field. This is a full-semester course (16 weeks).

Process for Obtaining an Internship

You will want to begin PSY 6750 with your internship site solidified along with an understanding of the project and work you will accomplish.

- Start your internship search a semester ahead of when you are planning to enroll in the course.
- Conduct research on organizations that interest you.
- Contact HR professionals/managers/leaders within the organization.
- Discuss what you can do to provide needed information that will help the organization be successful.
- You can also use resources like Indeed, LinkedIn and SIOPI to obtain internship opportunities. <https://www.siop.org/Career-Center/I-O-Internships>
- Work with the Career Resource Center (careerresourcecenter@baker.edu) for help with finding an internship, updating resumes, cover letters, and interviewing skills.
- Once you locate an internship, fill out the [internship application](#). The internship application will be approved and you will be contacted by the MSIOP Program Director.
- Once approved, contact your academic advisor to be registered for the course.

Possible Internship Projects

- Conducting a needs assessment to identify training needs or areas in need of change.
- Assessing the organization's selection system and analyzing data to evaluate and provide recommendations for a selection program
- Survey implementation to evaluate organizational effectiveness

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- Job analysis to evaluate specific jobs for training, performance management or selection purposes
- Evaluate and design HR metrics to best assess the organization
- Training needs assessment, design and implementation
- Leadership development, assessment and/or training
- Workforce planning to determine what KSAs are needed in the future
- Goal cascading that aligns organizational mission and vision with the goals of each department and employee
- Diversity, equity, and inclusion assessment and/or training
- Succession planning to identify high potentials for the organization
- Organizational change assessment and action planning
- dedicated personal on-campus workstations. They will have shared spaces available to them when working on campus.

The Internship Course

The success of a differentiated work arrangement requires that the arrangement be mutually beneficial for the College and the employee. Differentiated work arrangements are established on a case-by-case basis. BC understands the many valid reasons why an employee may request a specific differentiated work arrangement; however, business needs must be met and will take priority over employee preference in establishing work arrangements.