

# **PRACTICUM IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY**

## **PSYC 525**

### **Instructor:**

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### **Course Description:**

The Practicum is designed to provide graduate students in Industrial/Organizational Psychology with an opportunity to develop and practice their professional skills under the supervision of experienced I/O, OB, OD, HR or related professionals in field settings. The student is encouraged to apply the knowledge gained from formal academic training to a work setting. To earn 3 credit hours, students must devote 200 hours to the practicum.

### **Course Objectives:**

While working at the practicum site the student is expected to work toward one or more of the following objectives.

1. To obtain further supervised experience in the application of psychological methods in a field setting.

Examples include:

- a. Developing, administering, scoring and interpreting tests and measurements (e.g., job analyses; work samples, employee satisfaction surveys, performance appraisals, selection exams).
- b. Assisting in the recruitment and selection of new employees.
- c. Developing and conducting employee training and organizational development programs.
- d. Collecting and analyzing statistical data.
- e. Designing studies to address specific organizational problems and recommending solutions (e.g., employee turnover).

2. To gain an understanding of the structure and functions of organizations and their subsystems.

3. To develop an understanding of the various roles and functions of Industrial/Organizational Psychologists.

4. To consider the professional issues, ethical problems, and legal aspects of functioning as a psychologist in businesses and other organizations.

**Practicum Placement:**

For the first practicum, I will find a practicum site for you. Complete the practicum request form and turn it in with a copy of your current resume. Set a time to meet with me to discuss your career goal/practicum interests. I will keep you posted on efforts to find a site for you.

If you choose to do a second practicum, you will take the lead on finding the practicum site. I can assist you by providing information about various organizations. Once you have found a potential site, I will need to talk with the field supervisor about the practicum program.

**IMPORTANT NOTE:** If you “take the lead” in searching for a practicum site, you may ***not*** accept nor start anything (if you intend it for course credit) until you have final approval for me. There are legal processes and documents that we must go through to get a site approved.

**Grading:**

Grades will be based on your Midterm Practicum Report, Final Practicum Report, and Supervisor’s Evaluation. These must all be submitted by the **first day of final exam** week in order to receive a grade other than Incomplete.

**Practicum Reports:**

Both practicum reports should be submitted to the discussion board in a timely manner. If there is personal or private information you wish not to be made public, you may send me a separate email with your report as an attachment.

1. *Midterm Practicum Report:* Your first practicum report is due at the midpoint of your practicum (e.g., after you have finished your first 100 hours). This report should be primarily descriptive. It should describe the organization, its product or service, your department, your responsibilities, etc. It should conclude with a statement of the practicum objectives you and your supervisor have developed.
2. *Final Practicum Report:* Your final practicum report should be submitted near the end of your practicum. This report should describe what you have done to meet your practicum objectives (e.g., projects you have worked on) and evaluate the strengths and limitations of the practicum site (e.g., quality of supervision, projects available, etc.)
3. *Second Practicum - if placement is the same as first one* – reports:
  - a. *Midterm Report* – same as above for first practicum, but primarily only focusing on what your responsibilities/tasks are (not the overall organization description).
  - b. *Final Report* – rather than the same as before, in this final report, write a 2 -3 reflection paper on what you have learned about yourself and what you need, like, wish for in a full-time job. What did this practicum experience teach you about what you need, in terms of worklife (could be supervision, types of work, etc.), to be most fulfilled and successful.

**Supervisor Evaluation:**

It is your responsibility to make sure that your supervisor completes and submits his/her practicum evaluation to me. The link to the final evaluation is:  
[https://siue.co1.qualtrics.com/jfe/form/SV\\_bPYihZBpclDujjL](https://siue.co1.qualtrics.com/jfe/form/SV_bPYihZBpclDujjL)