

### GRADUATE SCHOOL MISSION STATEMENT

We are a Catholic institution dedicated to advancing the frontiers of knowledge in the theoretical and applied fields through quality graduate education that is comprehensive and responsive to the needs of society.

We are committed to the formation of scholars and high level professionals who are ethical, competent, compassionate and committed to the service of the Church, the Nation and the Global Community.

### GRADUATE SCHOOL VISION STATEMENT

We envision a Graduate School that stands for excellence and innovation and that will be globally identified for the distinction of its programs and quality of its research.

### GRADUATE SCHOOL GOALS

To realize this mission-vision, the Graduate School commits itself within the next five (5) years:

- To develop the intellect and creativity through excellence in instruction, research, and extension work.
- To form scholars and high level professionals in the arts and humanities, the natural and allied health sciences, the social and management sciences who are ethical and who demonstrate competencies functional in both the local and global workplace.
- To hone the professional and social skills, and critical capabilities of students enabling them to become responsible leaders in their careers and community.
- To provide students opportunities to serve the larger community through extension work and community service.
- To produce quality research in the various fields of knowledge that is internationally recognized.
- To recruit Faculty who are acknowledged experts in the field and to complement the teaching staff by inviting international scholars in the various disciplines.
- To build partnerships and linkages between the Graduate School and academic institutions, industry and government entities at the local and international level.

- To enhance the image and visibility of the Graduate School and its work in both the local and global community.

### APPLICATION PROCEDURES

- A. Application for admission to the UST Graduate School is until October 15 for October enrollees, April 5 for Summer enrollees and May 25 for June enrollees.
- B. Application forms for Admission are available at the UST Graduate School, UST Admissions Office & at the UST Graduate School Web Site – <http://www.ust.edu.ph>

### REQUIREMENTS:

Certified true copy of Transcript of Records, one (1) colored passport size, recent photo (if any) document(s) attesting to passing a Bar/Board Exam, or being a scholar of any agency.

Two (2) Referral Forms: One(1) for the current (immediate) superior (or Dean, in the case of a school); and the other, for the professor in one specialization (major) subject.

### For Foreigners:

**All of the above and;**  
TOEFL English Proficiency and Student Visa Requirements.

### ADMISSION REQUIREMENTS

1. Bachelor's Degree in Psychology or related courses with a general average of at least 2.0/85% or B.
2. Complete accomplished application and referral forms.

### PHILOSOPHY & OBJECTIVES

Psychology, as an academic discipline, concerns itself with the scientific analysis of psychological phenomena, avails of various learning approaches supported by valid research findings, utilizes individual and group processes aided by theoretical and experiential techniques, for the acquisition of professional skills required to respond efficiently to the needs of others and to the positive transformation of society.

The aims of the graduate program include:

1. An understanding of the nature of persons and developing a deeper insight into one's capacity to

actualize potentials for intellectual growth; to respond effectively to the psychological needs of people in general, and those within the clinical, industrial and educational milieu, in particular.

2. Acquiring professional skills and competence in basic and applied research and in applying effectively tools of research in the quest for truth within the realm of psychology.
3. Nurturing a deep sense of social responsibility to assist one's fellowmen, especially the psychologically disadvantaged by imbuing a preference to share one's expertise in various aspects of community service.

A decade from now, the academic discipline of psychology envisions itself to become:

- a Center of Excellence in its three curricular programs – clinical, industrial, and educational - and whose graduates have well-integrated personalities, are gainfully employed, and are highly respected leaders in their communities;
- a rich source of impeccably published psychological researches in its pure and applied fields, whose results are utilized in policy formulations in government and in non-government agencies the objectives of which are for the betterment of people's lives;
- a true champion of the needs of the poor and the underprivileged, fueled by a deeply imbibed Christian character.

### CURRICULUM

#### **MASTER OF ARTS MAJOR IN PSYCHOLOGY with specialization in Industrial Psychology**

#### **PRE-REQUISITE COURSES: 6 UNITS**

#### **GS 500 - St. Thomas on Critical Thinking**

ST. THOMAS ON CRITICAL THINKING is a course on Aristotelian and Symbolic Logic that focuses on the fundamental laws of thought. It provides guiding principles in order to enhance critical and reflective skills that would facilitate correct and responsible judgment and reasoning. It gives an opportunity to be in control of one's thinking activities.

#### **GS 501 - Research Methodology**

The student is introduced to research concepts relevant to psychology. Discussions center on how to prepare a thesis emphasizing choice of title, statement of the problem, sources of data, analysis and evaluation of information gathered among others. Course output is a thesis proposal.

### FOUNDATION COURSES FOR NON-PSYCHOLOGY

#### **GRADUATE: 18 UNITS**

- Foundation courses must be taken prior to enrollment in any major subject.
- Each foundation course is credited as 3 units.

#### **PSY-Ind 601 - Philosophical Foundations of Psychology**

Both sciences, philosophical and empirical psychology have man as their subject of study. Philosophy enters in the study of the nature of man, and empirical psychology is the study of its behavior and accidental characteristics.

#### **PSY-Ind 602 - Systems & Theories of Psychology**

This course discusses on a comprehensive and an objective survey of the development of psychological schools of thought as Structuralism, Functionalism, Psychoanalysis, Behaviorism, Gestalt, Hormic Psychology, etc. Representative and substantive points of view on the major topics such as cognition, perception, learning, humanistic, dynamic, motivation, emotion, personality, existential, among others are bases of foundation of scientific psychology.

#### **PSY-Ind 604 - Psychodynamics**

The explanation of the psychodynamics of human behavior has been complicated to a great extent of the existence of different theories of motivation that have evolved in connection with the development of the different schools of psychological thought. Our analysis of these several theories will make it clear that all of them have some basis in actual fact. Perhaps their worst feature is oversimplification.

#### **PSY-Ind 605 - Theories of Personality**

This three (3) units course deals with the study of major personality theories from the standpoint of structure, growth, development, dynamics, psychopathology, behavior change, research strategies and criteria for evaluation.

**Two more (2) courses or a total of six (6) units are required. Please consult the Psychology Curriculum Consultant in the Graduate School for guidance.**

#### **CORE COURSES: 9 UNITS**

- Each core course is credited as 3 units

#### **PSY 603 - Statistics for Behavioral Science Research**

Behavioral Statistics is a course that attempt to equip students with statistical tools especially needed in research. It covers descriptive statistics and inferential statistics used for hypothesis testing. It is designed for graduate students in psychology and in other related fields who need to understand statistical tools used in theses and publications

in their respective specializations. This course also prepares the graduate students in the analysis of data required in their research papers and theses.

#### **PSY 712 - Industrial/Organizational Psychology**

Within the context of national and global developmental goals particularly the pursuit of economic progress, there exists an urgent need for an effective linkage between educational institutions and industries. This three-unit course prepares students for careers in areas such as compensation, training, data analysis, consultation, statistical decision-making, organizational development, leadership, and human resource management positions.

#### **PSY 713 - Organizational Development**

This three-credit graduate level course will provide the student with an understanding of the basic theories and techniques of organizational development (OD). It will focus on practical information regarding the design, management, and control of organizational development programs in business, public and private sectors and social services organizations. This course will include conceptual and experiential approaches to the study of organizational development.

#### **MAJOR COURSES: 15 UNITS**

- Each major course is credited as 3 units

#### **PSY-Ind 701 - Advance Psychometrics**

Discussion and demonstrations in administering, scoring and interpreting individual and group tests with special emphasis on common types of assessment instruments on intelligence, personality, aptitude and achievement.

#### **PSY-Ind 702 - Behavioral Training & Development**

Administration and evaluation of designed and canned behavioral training programs. Includes design, conduct, interpretation, and report-writing of training needs analysis.

#### **PSY-Ind 703 - Psychology of Industrial Relations**

Industrial Relations is an "academic subject and field of study broadly defined to include the study of all aspects of the employment relationship, including labor economics, labor history, labor law, personnel/human resource management, organizational behavior, collective bargaining, industrial/organizational psychology, and industrial sociology."

#### **PSY-Ind 704 - Managerial Psychology**

This course enables students to improve their understanding of the nature and dynamics of organizational life through insights from the fields of managerial psychology. It also provides insights from a psychological view into managing people in a variety of settings, focuses on the

skills of an effective manager and the interplay between management key organizational processes such as planning, organizing, implementing, empowering and evaluation of key programs and services. Managerial topics include: managerial work, Interpersonal and leadership skills, power and influence, conflict resolution, formal and informal communications, motivation and teamwork, Managing organizational change will be discussed as a way to connect behaviors and organizational processes.

#### **PSY-Ind 705 - Ecological Psychology**

This course will introduce you to the new and exciting field of Environmental Psychology with an emphasis on real world issues. This course serves those interested in psychology, environmental design, planning and health, and is intended to encourage critical thinking, problem solving, environmental awareness and active participation in learning.

#### **PSY-Ind 706 - Ethics in Corporate Governance**

The three (3) unit course will introduce the student the contemporary issues of ethics, morality and social responsibility. The course is intended to demonstrate to the students how ethics can be integrated into strategic business decisions and can be applied to their own careers. The course uses a case study approach to encourage the student in developing analytical, problem-solving, critical thinking and decision-making skills.

#### **PSY 714 - Consumer Behavior and Advertising**

The course focuses on the study of the dynamics of consumer behavior as it affects and is affected by products and services in the market today. Designed to influence the development and modification of advertising concepts based on the concepts of behavioral psychology of consumers.

#### **PSY 719 - Group Dynamics**

This subject introduces the students to various group methods and group dynamic approaches used in office and industrial situations. It focuses on Group Dynamics both as a science and as a tool of training. The laboratory method is used where each participant learns something about his own behavior in groups and develops insights about group dynamics in general.

#### **PSY720 - Industrial / Organizational Psychology Practicum**

Exposure to actual work within the industrial setting specifically, in the human resource division or any specialized department practicing industrial/organizational psychology. The graduate student without at least one (1) year work experience as an I/O Psychologist spends 300 hours in the work setting under the supervision of the cooperating organization and through the coordination with a practicum supervisor.

#### **PSY 732 - Special Topics**

Special topics supplementing regular course offerings proposed by faculty.

#### **COGNATE COURSE: 3 UNITS**

- Any course related to I/O Psychology
- Cognate course is credited as 3 units

#### **OTHER REQUIREMENTS**

Written Comprehensive Examinations (WCE)

TW I - 3 units (*Thesis Proposal*)

TW II - 3 units (*Research Colloquium*)

TW III - 3 units (*Thesis Defense*)

**Total = 42 Units**

#### **UST GRADUATE SCHOOL ADMINISTRATION OFFICIALS AND FACULTY SET-UP**

LILIAN J. SISON, Ph.D.

*Dean*

JOSÉ ANTONIO E. AUREADA, O.P., S.Th.D.

*Regent*

MICHAEL ANTHONY C. VASCO, Ph.D.

*Faculty Secretary*

CARLOS P. GARCIA, Ph.D.

*Director for Graduate Research*

GRECEBIO JONATHAN ALEJANDRO, Ph.D.

*Supervising Scientist, Science Laboratories*

ROMUALDO M. DEL ROSARIO, Ph.D.

*Supervising Scientist, UST Botanical Garden*

ROSALITO DE GUZMAN, Ph.D.

*Consultant for Psychology*

#### **PROFESSORIAL STAFF**

ROXELL APRUEBO, Ph.D.

LUCILA R. ORTIZ-BANCE, Ph.D.

MA. VIDA CAPARAS, Ph.D.

ROSALIA CABALLERO, Ph.D.

DIONISIO G. CABEZON O.P., Ph.D.

SR. INOCENCIA E. CASANOVA, Ph.D.

DOLORES DE LEON, Ph.D.

JOHNNY DECATORIA, Ph.D., BCETS.

ROSALITO DE GUZMAN, Ph.D.

LEONORA B. GUERRERO, Ph.D.

ARNOLD V. LOPEZ, Ph.D.

PRISCILLA MARZAN, Ph.D.

MECHELINE MANALASTAS, Ph.D.

MARY ANN VARGAS, Ph.D.

**University of Santo Tomas**

GRADUATE SCHOOL



**GRADUATE PROGRAM**

AY 2006 – AY 2011

**PSYCHOLOGY**

Master of Arts major in Psychology  
with specialization in Industrial Psychology

España, Manila