

Mission Statement

We are a Catholic institution of learning 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-quality professionals who are ethical, competent, compassionate, and committed to the service of their respective professions, the church, the nation, and the global community.

Vision Statement

We envision a Graduate School that stands for excellence and innovation and that is globally recognized for its distinct degree programs and quality research outputs.

Goals and Objectives

The Graduate School commits itself to develop:

1. competent professionals who, inspired by the ideals of St. Antoninus of Florence, promote excellence in the production, advancement, and transmission of specialized knowledge and skills in the sciences, the arts, and community service;
2. scholarly researchers and creative thinkers who, kindled by St. Thomas Aquinas' ardour for truth, aspire to become fonts of intellectual creativity and, in their quest for quality research, are proficient and critical in assessing and communicating information in various fields that impact the professions, the church, the nation, and the global community;
3. professional Christian leaders who, touched by St. Dominic de Guzman's apostolic fire and warmed by Mary's motherly care, articulate ethics and truth, high level of moral maturity in resolving issues and promoting social justice and compassion for the poor, and care for the environment;
4. globally engaged citizens who, with ardent advocacy for life, promote a deeper understanding of tolerance and justice as well as linguistic, religious, and cultural diversities as a result of precise evaluation of modern problems and inquiries;
5. committed scholars who, nurtured by the dogmas of Christian faith and values, are dedicated to the pursuit of truth through the promotion of an intellectual culture that values academic rigor and freedom of scientific investigations; and
6. lifelong learners who, empowered by St. Antoninus of Florence's zeal for learning, are committed to the advancement of a higher culture through a continuous search for intellectual inquiries and new knowledge as well as faithfulness to Catholic intellectual traditions.

Program Intended Learning Outcomes (PILO)

Upon successful completion of the MA Psychology with specialization in Industrial Psychology program, the graduate will be able to:

1. Demonstrate updated knowledge and comprehension of the major theories, perspectives, historical trends, and empirical findings to discuss how psychological principles apply to behavioral problems across levels and disciplines.

2. Demonstrate skills in the development of scientific reasoning and problem solving, including effective psychological research method.
3. Demonstrate the capability to lead and have more direct adherence to professional values in resolving psychological issues.
4. Demonstrate higher order levels of skills to communicate information, ideas, problems, and solutions about psychological phenomena to informed audiences.
5. Demonstrate responsiveness to multicultural and global psychological concerns.
6. Demonstrate resourcefulness on the importance of effective learning strategies, cultural sensitivity, and career opportunities in the field of psychology.

MASTER OF ARTS IN PSYCHOLOGY WITH SPECIALIZATION IN INDUSTRIAL PSYCHOLOGY

PREREQUISITE COURSES: (6 UNITS)

GS 500 – St. Thomas on Critical Thinking

As the philosophical foundation of Research Methodology, it is a study of the principles of and skills in critical thinking according to St. Thomas Aquinas in the three areas of mental cognition: simple apprehension, judgment and reasoning; and of common fallacies towards the acquisition of the art of argumentation.

PSY 501 – Advanced Statistics I

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.

Note: For Non- AB/BS Psychology Graduate

The following are the 6 (Six) Bridging Undergraduate pre-requisites Courses which is equivalent to 18 units in order to take the Graduate Level Program in M.A. Psychology with Specialization in Clinical Psychology:

1. General Psychology
2. Human Development
3. Theories of Personality
4. Experimental Psychology
5. Abnormal Psychology
6. Psychological Assessment

CORE COURSES (9 UNITS)

PSY-Ind 600 – Advanced Research Methods I

This is a three unit course that deals with Quantitative Research Methods with emphasis on the comprehensive review of quantitative research methods – the quantitative paradigm, experimental design, quasi-experimental design, and survey research.

PSY-Ind 601 – Development of Psychological Thought

This three unit course that explores major developments and ideas in the history of psychology as an academic discipline. It will address such topics as: the history of ideas about the mind; key historical and social events that shaped the field; when and how psychology became a science, and the evolution of schools of thought in psychology. It examines current trends and issues in psychology and the impact of physiology and culture on the understanding of human behavior.

PSY-Ind 602 – Advanced Industrial/Organizational Psychology

(Pre-requisite for Advanced Organizational Development)

Within the context of national and global developmental goals particularly the pursuit of economic progress, there exists and 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.

SPECIALIZATION (18 UNITS)

PSY-Ind 700 – Advanced Organizational Development (Pre-requisite: Advanced Industrial/Organizational Psychology)

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.

PSY-Ind 701 – 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 702 – 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 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 discuss as a way to connect behaviors and organizational processes.

PSY-Ind 703 – Ethics in Corporate Governance

The three (3) unit course will introduce the student to 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-Ind 704 – 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-Ind 705 – 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.

PSY-Ind 706 – Development of Training Programs

This course covers a critical analysis of learning and development theories, techniques and strategies in preparing, designing and implementing training programs meant to promote improved employee performance towards the attainment of organizational goals.

PSY-Ind 707 – Advanced Human Resource Management

This three-credit graduate level course will provide the students with a critical understanding of the theories, techniques, and empirical findings in Human Resources and its relevance to making companies achieve their business objectives and strategies. It also follows the board exam sequential approach for Industrial/Organizational Psychology under the table of specifications for Board Licensure Examinations for Psychologists and Psychometricians in the Philippines.

PSY-Ind 708 – Performance Management

This graduate-level course will provide the students with an in-depth understanding of the key concepts and systems that will help the organization deliver successful results by improving human performance and team dynamics. Focus of this course is on strategic alignment of performance metrics and rewards using traditional, contemporary, and customized systems.

PSY-Ind 709 – Organizational Crisis Management

PSY-Ind 710 – Environmental Psychology (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 711- Current Issues and Trends in Industrial/Organizational Psychology

This advanced course focuses on the issues, advances, and prospective landscape in the field. It also covers how I/O Psychology intersects with business, human resources, management and leadership, education, information technology, and other disciplines to help organizations advance its objectives.

PSY-Ind 712 - Counseling in Industrial Psychology

The course emphasizes on the theories, strategies and skills to conduct counseling in the work setting. Moreover, it will develop their analytical and critical thinking to handle conflict within the organization by exposing them in various case through research. Thus, equip them with a broad understanding of the major approaches in counseling in order to promote knowledge of human behavior and the change process that affects characters and performance at work as well as the dynamics underlying various therapeutic techniques to increase work productivity, social relationship, motivation and teamwork to foster organizational success.

PSY-Ind 713 - Management of Corporate Culture

Using Organizational Development and Organizational Psychology perspectives, the course looks at corporate culture as vital a source of competitive advantage. It focuses on assessment, design and evaluation of interventions, or reinforcement of its elements to become self-renewing, efficient, competitive, agile, profitable, socially responsible, and an exciting work environment for its employees.

PSY-Ind 714 - Human Resource Information System

This course provides graduate students with an in-depth knowledge and exposure in the automation of Human Resource functions that serves as platform for skills enhancement, career growth, and well-being. Psychological principles and methods serve as the core in the design and implementation of the HR software.

PSY-Ind 715 - Career Development

Career development provides a learning opportunity necessary for conducting self-assessment, researching occupational options for advancement, and establishing goals for career and life plan. The course focuses on equipping the students with tools and strategies for reflecting, planning, goal setting and mapping out their career road map.

PSY-Ind 716 - Advanced Behavioral Training and Development

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

PSY-Ind 717 - Test Development in Industrial Testing

The Four (4) Board Examination Courses:

PSY 602 - Advanced Abnormal Psychology

PSY 700 - Advanced Psychological Assessment

PSY 701 - Advanced Theories of Personality

PSY 702 - Advanced Counselling and Psychotherapy

Note: For MA Psychology Students with Specialization in Industrial Psychology who are planning to take the Board Examination for Psychologists, they should take the 4 Board Examination Courses enumerated above as mandated by the Approved Psychology Law.

COGNATES COGNATES (3 UNITS)

Any course that can be enrolled in MA Psychology or any excess in specialization units required.

TERMINAL REQUIREMENTS (12 UNITS)

Practicum/Internship of 200 Hours

Written Comprehensive Examination

Thesis Writing I (Proposal Writing)

Thesis Writing II (Research Colloquium)

Thesis Writing III (Final Defense)

Total = 48 Units

UST Graduate School Administration Officials and Faculty Set-up

MARILU R. MADRUNIO, Ph.D.

Dean

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

Regent

ALEJANDRO S. BERNARDO, Ph.D.

Faculty Secretary

GRECEBIO JONATHAN D. ALEJANDRO, Dr.rer.nat.

Director for Graduate Research

Maria Claudette A. Agnes , Ph.D.

Program Lead for Psychology

PROFESSORIAL STAFF

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Johnny B. Decatoria, Ph.D., BCETS.

Clarissa Delariarte, Ph.d.

Eugene P. Hontiveros, Ph.D.

Sr. Angelina M. Julom, Ph.D.

Arnulfo Lopez, Ph.D.

Marc Eric S. Reyes, Ph.D.

Geraldine E. Tria, Ph.D.

Joy R. Tungol, Ph.D.

Marie Antonette S. Vargas, Ph.D.

Summary of Program Requirements

Degree Requirements	units
Prerequisite Courses	6
Core Courses	9
Specialization Courses	18
Cognate Courses	3
Written Comprehensive Exam	--
Internship/Practicum (300hrs)	3
Thesis Writing I	3
Thesis Writing II	3
Thesis Writing III	3
TOTAL	48



University of Santo Tomas
THE CATHOLIC UNIVERSITY OF THE PHILIPPINES
MANILA, PHILIPPINES
The Graduate School

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PSYCHOLOGY
WITH SPECIALIZATION IN
INDUSTRIAL PSYCHOLOGY

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