Master of Arts in Industrial-Organizational Psychology

15 Months

Contents

About **Golden Gate University - San Francisco**

Golden Gate University (GGU) has been a leader in higher education for working professionals since 1901. Based in the heart of San Francisco, GGU has spent more than 120 years advancing its mission to make high-quality education accessible and affordable. As one of the first universities to embrace online learning in 1996, GGU continues to expand opportunities for learners worldwide to earn a respected U.S. degree from anywhere in the world. Today, the university's strong network of more than 70,000 alumni includes NASA astronauts, mayors, entrepreneurs, industry innovators, and leaders in law, politics, and business.

"Golden Gate University has spent more than a century educating working adults and equipping them to lead in their fields. Our partnership with upGrad is a powerful extension of that mission—bringing GGU's practitioner-led programs to ambitious learners around the world, no matter where they live or work. This collaboration reflects an innovative model for global access to career-relevant education, and we are proud to support it with scholarship opportunities that make a GGU degree even more attainable."

Bruce Magid

Provost
Golden Gate University, San Francisco

Why **Golden Gate University?**

FOUNDED IN
1901

5,475
TOTAL ENROLLMENT, AY 24 - 25
10% UNDERGRADUATE | 88% GRADUATE | 2% LAW

436
INTERNATIONAL
STUDENTS AT GGU
AY 24 - 25

3,230
GGU WORLDWIDE
STUDENTS
(International Online)

WASC
Senior College and
University Commission

ACCREDITATION

MEMBERSHIP

AACSB
Business
Education
Alliance
Member

INDUSTRY-EXPERIENCED FACULTY

At GGU, 80% of our faculty are scholar practitioners who currently work in the fields they teach. You'll learn directly from experts who can share valuable insights into what today's employers are looking for.

WORLD-CLASS EDUCATION

We're committed to providing adult learners with the best education available. Our programs are accredited by WASC Senior College and University Commission (WSCUC).

Life at Golden Gate University

Located in the heart of the Bay Area, near the center of downtown San Francisco, Golden Gate University has San Francisco's legal and financial districts on one side and the growing South of Market corporate corridor on the other.

With the city as an extended campus, San Francisco's incredible diversity and rich blend of cultures from around the world prepare students for today's global market. The campus is surrounded by easy access to public transportation, giving students multiple commuting options and access to explore this exciting city and its beautiful surrounding region.

The Bay Area's nine counties encompass more than 7,100 square miles of major cities, rugged coastline, bay shoreline, forests, mountains and open space, including a 76,500 acre national recreation area — a dramatic setting to live, work and learn.

MA in **Industrial-Organizational Pshchology**

Students gain a strong foundation in the field's leading theoretical frameworks, applied consulting, and professional practice models, along with research methods for individuals, teams, and organizations. Graduates are prepared to take on leadership roles in Industrial-Organizational Psychology across diverse sectors—such as technology, pharmaceuticals, medical devices, and entertainment—or to contribute through global consulting firms that serve both U.S. and international clients.

The Master of Arts in Industrial-Organizational Psychology is designed for individuals who seek to make a measurable impact on organizational performance by focusing on both employee well-being and effective workplace practices. Whether you're an H.R. professional, management consultant, or a business leader, this program equips you with the skills to understand human behavior in business contexts and apply that knowledge to create productive, positive work environments. You'll gain practical tools for diagnosing performance challenges, developing motivation strategies, and managing talent to drive organizational success.

Program Outcomes & Highlights

This program sets one of the most ambitious outcomes for an online psychology program, equipping you to:

Uncover the real issues stalling organizational growth and gain insights into what your firm truly needs to thrive.

Master cutting-edge tools to diagnose and elevate the performance of individuals, teams, and entire organizations.

Build a dynamic workplace that maximizes job satisfaction, drives retention, and transforms employee engagement.

Develop visionary leaders who inspire teams, foster innovation, and lead with purpose.

Navigate conflict and complex change with strategic foresight.

Program Highlights:

WASC-accredited program

Live and interactive sessions tailored to fit your cohort

STEM-designated degree

Master sessions with organizational psychology experts

Meet the Program Director

Tom Wooldridge, PsyD, ABPP, CEDS-C

Department Chair | Associate Professor

Tom Wooldridge, PsyD, ABPP, FIPA, CEDS-S, is Chair in the Department of Psychology at Golden Gate University as well as a psychoanalyst and board-certified, licensed psychologist.

He is a Personal and Supervising Analyst at the Psychoanalytic Institute for Northern California and a Training Analyst at the San Francisco Center for Psychoanalysis

Along with that, he is on the Scientific Advisory Council of the National Eating Disorders Association, a faculty member at the Psychoanalytic Institute of Northern California (PINC), the Northern California Society for Psychoanalytic Psychology (NCSPP), and the William Alanson White Institute's Eating Disorders, Compulsions, and Addictions Program.

He is also a member of the San Francisco Center for Psychoanalysis, and has a private practice in Berkeley, CA.

Education

AB (Philosophy), Brown University, 2006

MA (Psychology), Argosy University 2009

PsyD (Psychology), Argosy University, 2011

Faculty

Miranda Phillips

Dr. Miranda Phillips is a seasoned educator and innovative workforce leader with over 24 years of experience spanning K–12 and Higher Education. Her career journey includes roles as a teacher, school counselor, Director of Counseling, Director of Career and Technical Education, Dean of Student and Academic Success, and Associate Vice President of Strategic and Workforce Initiatives at Lamar Institute of Technology. She now serves as the Program Director for the Wellness Institute at The University of Texas MD Anderson Cancer Center, where she is leading efforts to develop employee wellness initiatives.

Dr. Phillips holds a Ph.D. in Health Psychology from Northcentral University, a M.Ed. in Counseling and Development from Lamar University, and a BS in Psychology from Texas A&M University and will complete an additional MS in Human Resources from the University of Texas Rio Grande Valley in March 2026.

Arun Bedi

Mr. Bedi is a talent management practitioner working with tech clients in the Bay Area, California. He has been affiliated with GGU for more than 2 years teaching various master's level programs.

Arun Bedi is a global talent management practitioner based in California, with almost three decades of experience in leading the learning and development strategy for sales organizations. He has held senior management positions in Fortune 500 companies including Visa, Paypal, Dell Computers and Cisco Systems. Most recently he led Visa's global onboarding program and sales leadership development initiatives in North America. He earned his undergraduate degree, MBA, and MSc in Human Resources from Cornell University.

Shalini Gopalkrishnan

Prof. Gopalkrishnan is a serial entrepreneur, AI strategist, a consultant and academic. Having worked for several years as a consultant to fortune 500 firms internationally. She has founded startups such as freelancemoms.com, Introspect and Lexion Global and worked as a consultant with A F Ferguson (then part of KPMG) and worked on projects with USAID, Fortune 500 firms and the Government.

Dr. Gopalkrishnan has presented at conferences across the globe and has published papers in peer-reviewed journals and book chapters. She has taught Psychology, undergraduate and doctoral programs at universities across the world. In 2016, she won the best prize for teaching at the Experiential classroom XVII in entrepreneurship. In addition, Dr. Gopalkrishnan was the winner of the Global Brainstorm Challenge "Global Women's Leadership Alliance: 5 million women change agents improving our world in 5 years.

Gopal Krishnan

Gopal Krishnan is a senior corporate executive with 30+ years of experience in leading and managing teams in the US and across the globe. His career includes service at several renowned Fortune 500 companies. On the academic side, he has taught post-graduate level courses at several universities, including GGU. He has also served on the doctoral dissertation committee at GGU. He holds a Doctorate in Business Administration. In his executive career, he and his teams have won several international awards. He has also served on the advisory board of start-ups and participated in the venture acceleration programs at renowned universities as mentor and judge. His teaching style includes a healthy mix of theory and practice and is best for students who like to participate in class and get fully involved with the topic of discussion. He

Marcia Ruben

Dr. Marcia Ruben is Professor Emerita at Golden Gate University. She designed and led the MS in Leadership program and received multiple awards for teaching and research. Her neuroscience-informed approach led to the creation of NeuroStroll®, a tool that helps leaders align mindset and action for breakthrough results.

Dr. Ruben is also the Founder of Ruben Consulting Group and a trusted executive coach with over 30 years of experience helping senior leaders untangle complexity and lead with greater clarity, influence, and impact. She brings deep expertise across various sectors, including tech and biotech, finance, healthcare, and government.

Her upcoming book, tentatively titled "NeuroPowered Leadership," will be published by Fielding University Press in 2026. Dr. Ruben is passionate about supporting bold, complexity-savvy leaders.

Curriculum

The MA in Industrial-Organizational Psychology requires completion of 33 units in the advanced program.

LEAD 301 Personal Leadership   3 Units

This course focuses on building strong self-awareness of strengths, opportunities for development, values, and professional goals. Students develop skills in emotional intelligence, difficult conversations, and personal power.

LEAD 304 Leading Complex Change   3 Units

This course teaches students to think strategically and systemically in order to design and lead complex transformational change in the face of uncertainty and ambiguity. Students are introduced to the latest thinking in neuroscience, complexity leadership, polarity management, and change leadership. It is strongly recommended that students have a basic understanding of leadership and management before taking this course.

PSYCH 308 Applied Psychological Research   3 Units

This course is designed to help students think critically about practical questions related to human behavior and thought processes. It will introduce students to an array of methodological tools psychologists use in their research. This includes the basics of scientific inquiry, ethical conduct, and controlled observation to co-relational, experimental, and applied approaches to research.

PSYCH 344 Tests and Measurements   3 Units

This course prepares students to administer and interpret psychological assessments within organizational settings. Students will be exposed to major psychological assessment tools for evaluating organizational performance, employee selection, and training. They will gain skills in selecting tools for job analysis, performance appraisal, team building, and leadership development, as well as constructing and validating assessments. They also will be able to construct and validate assessment tools and perform data analysis using SPSS to diagnose organizational problems.

PSYCH 345 Organizational Behavior and Development   3 Units

Examines the structure, function, and performance of organizations, the impact of psychological and sociological variables on the behaviors of groups and their members, and explores how systematic organizational interventions are accomplished within complex human networks. Students will both learn the key relationships between organizational culture, behavior, and processes and learn how to use behavioral science to assess an organization's current state and discover routes to its improvement.

PSYCH 349 Executive Coaching Theory and Practice   3 Units

This course highlights the theoretical and practical aspects of the field of executive coaching. Areas of emphasis include the recent growth of executive coaching as a discipline and its place among other employee development practices, attitudinal and behavioral approaches to the coaching process, the measurement of coaching outcomes, ethical considerations in coaching, similarities and differences with psychotherapy, and the skills of an executive coach.

PSYCH 354 Consulting Skills

3 Units

This course introduces students to the action-research model on industrial-organizational psychology consulting to organizations and offers a step-by-step process to conduct successful consulting engagements. Core consulting processes such as entry, contracting, data-collection, feedback, action planning, and implementation will be reviewed. Additional topics include tactics for working with challenging clients, managing organizational politics, and typical career paths in consulting.

PSYCH 355 Diversity in Organizations

3 Units

Examines the dynamics and structure of diversity in organizations and how initiatives to build and sustain competitive advantage. Emphasis will be placed on ways organizations integrate diversity into key processes to capture a 'diversity dividend' resulting in improved financial performance, customer loyalty, and employee engagement.

PSYCH 356 Conflict Resolution: Ethics, Theory and Practice

3 Units

Explores professional conflict resolution and meditation as an emerging means of problem solving in family, industrial, environmental, and business law. Examines the skills and techniques necessary for conflict mediation. Students will examine theoretical frameworks and related ethical issues and learn conflict management and resolution skills.

Electives

Flexibility to choose any two electives from the listed courses that allow you to tailor your educational journey.

LEAD 303 Teamwork in Organizations   3 Units

This hands-on course develops skills needed to be a successful team member and team leader. Students learn and apply the tools and techniques necessary to design, establish, and maintain high performing teams within organizations.

MBA 311 Strategic Analysis and Design   3 Units

Introduces strategic analysis and design techniques from an integrated perspective. Addresses the roles that functions within an organization play in strategy formulation and implementation. Students will perform analysis and develop strategy in response to external and internal business environments. Examines the implications of strategy on the outcome of business entities.

MGT 345 Context of Business   3 Units

Provides the framework for understanding the critical impact of the international, legal, political, social, environmental and cultural roles played by the business enterprise in conducting its business. Focuses on the obligations of the individual managers and the corporation as a whole.

PM 340 Introduction to Project Management

3 Units

Introduces the principles and techniques of directing and controlling resources for a fixed-term project established for the accomplishment of specific goals and objectives, including issues pertaining to engineering, construction and large-systems development projects. Class material will be integrated with the information in the PMI®'s A Guide to the Project Management Body of Knowledge (PMBOK®).

HRM 302 – Acquiring and Retaining Human Resources

3 Units

Presents all the steps in finding and keeping the workforce, including: planning for and recruiting HR, selecting workers and filling jobs, managing employees' careers, and understanding what motivates people to excel at their work.

HRM 306 – Learning and Development

3 Units

Teaches students to link learning to organizational needs, how to assess the need for learning and selecting the appropriate system for delivering and managing learning. Students will learn how to create and execute learning strategies and programs, evaluate development needs for employees and design and deliver trainings.

Who is This Program For?

Human Resource Professionals: Bring a psychology-driven edge to HR. Learn to decode workforce behavior and design strategies that improve engagement, retention, and DEI. Build expertise in assessment, learning & development, and change leadership to create data-informed, people-centered policies.

Management Consultants: Blend psychology with strategy to transform organizations. Use behavioral insights to diagnose challenges, design effective interventions, and guide leaders through complex change. Develop the consulting toolkit needed to drive real organizational impact.

Entrepreneurs: Build and lead your venture with a psychological advantage. Our I-O Psychology program gives entrepreneurs practical insight into motivation, behavior, and team development. From Personal Leadership to Leading Complex Change to Executive Coaching, the curriculum helps you create resilient, values-driven businesses grounded in both people and performance.

Application **Process**

Eligibility to enroll in the program: A bachelor's degree with a minimum GPA of 3.0 (or equivalent). Applicants with a lower GPA may be considered on an exceptional basis, subject to the strength of their profile and Statement of Pupose.

Step 1   Apply on www.upgrad.com

Step 2   Submit your Statement of Purpose (maximum 500 words) to scholarships@goldengateuniversity.com

Step 3   The admissions committee will evaluate your application

Step 4   Upon acceptance, block your seat by paying the enrollment deposit

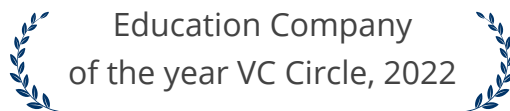**Step 5**   Submit your documents for evaluation to complete the admissions process
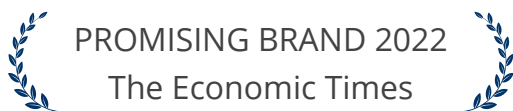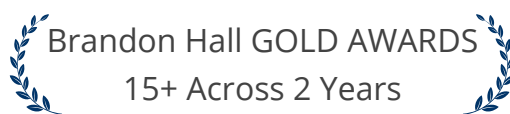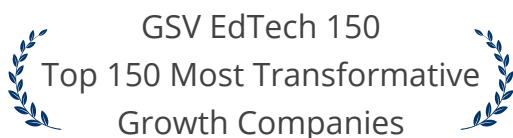
About upGrad

upGrad is a leading online education platform empowering professionals to reach their full potential through flexible, engaging learning experiences.

We partner with top global universities, including Golden Gate University, Edgewood University, ESGCI School of Management Paris, Liverpool Business School, Paris School of Business, Liverpool John Moores University, Northeastern University, among others to offer a wide range of career-focused programs.

As professionals juggle demanding careers and personal commitments, traditional education often feels out of reach. upGrad bridges this gap by making high-quality learning accessible and practical, so education becomes an enabler, not a hindrance.

To date, upGrad has delivered over 20 million hours of learning, empowering thousands of learners worldwide with the knowledge and skills to advance their careers.

GSV EdTech 150
Top 150 Most Transformative
Growth Companies

Brandon Hall GOLD AWARDS
15+ Across 2 Years

PROMISING BRAND 2022
The Economic Times

Education Company
of the year VC Circle, 2022

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