

**NORTHERN LIGHTS COLLEGE
REGISTRAR'S OFFICE
PROGRAM INFORMATION AND COMPLETION GUIDE**

Program Name: University Arts and Sciences
Credential/Certification: Post Degree Diploma in Industrial and
Organizational Psychology (CIP: 42.2804)
Date Submitted: November 2024
Effective Date: **May 2025**

Program Contact: Chair, University Arts & Sciences

Dean: Kathy Doucette

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Program Description:

The Post-Degree Diploma in Industrial and Organizational Psychology merges workplace behavior insights with therapeutic practices, enabling professionals to effectively address a range of client needs. By applying I/O psychology principles, therapists can assist clients in achieving a healthier work-life balance, exploring career options, and managing organizational stress. They utilize assessments to guide career counseling and offer strategies to enhance interpersonal relationships and communication skills. Additionally, therapists teach coping mechanisms for stress and burnout, drawing on motivation theories to help clients set and achieve personal and professional goals. I/O Psychology provides a profound understanding of theoretical frameworks of psychology applicable to organizations and workplaces to increase individual groups and organizational effectiveness and efficiency.

Admission Requirements:

A. A minimum three-year degree in Psychology, Business Management, Social Work, Human Services, Nursing, Health Studies or related discipline or an equivalent combination of education and experience.

B. Domestic students and students from countries that practice Standard Written English ([see Appendix A](#)) must have official transcripts demonstrating that they have met the English Requirements: One of the following with a "C" grade or higher: English 12 or English Literature 12 or English First Peoples 12, ENGL 050, or ENGL 099. Alternatively, any university-level English course with a "C" grade or higher. Students who do not meet one of the above English requirements must complete the NLC Writing Assessment for appropriate course placement.

B. International students who do not meet the requirement B. above, and domestic students who received their secondary education in French or another language, must show that they have met the NLC English requirement: [see Appendix A \(General Academic English Language Proficiency Requirements\)](#).

C. Math Requirement: One of the following with a 'C' grade (60%) or higher:

- Pre-calculus 11, MATH 040 or equivalent
- Calculus 11 or equivalent
- Computer science 11 or equivalent
- Any university-level Calculus course with a "C"

Length of Program: (weeks and total hours) 60 weeks of full-time study, and at least 915 hours

Program Intake: (start/finish dates) Start: September, Finish: April.

Standard intakes occur in September every year. Students may begin their studies off cycle in January or May, but depending on course offering schedules, this may lead to a study period of greater than 2 years to complete the credential.

Available Seats: n/a

Application Deadline: Last day for late registration as indicated in the NLC Calendar. International students should contact the International Department at info@international.nlc.bc.ca for deadlines specific to their situation.

Career Prospects: The PDD in Industrial and Organizational Psychology Program develops people's and organizations' basic skills and knowledge. It promotes careers in consulting, workplace psychology, talent management, research and academia, data analysis, diversity and inclusion specialty, and workplace wellness.

Affiliations/Partnerships: None

Location: Fort St John and Dawson Creek Campuses

Additional Requirements/Supplies: (fees, supplies, materials)
None

Eligibility for Canada Student Loans: (Yes or No)

Yes for domestic students, No for International students.

Required Minimum Grade: (overall and/or minimum within a course)

C (60%) cumulative GPA; D (50%) minimum in a course..

Residency Requirement: (percentage of courses which must be taken at NLC)

50%; note that a minimum 60% or 'C' grade (60%) is required for courses to be considered for transfer into this program. The age of the course will also be considered in course transfer.

Required Courses: (list courses required to complete credential
and total hours for each course)

A. Language (3 Credits) -

ENGL 110 - Introduction to Workplace Communications (3 Credits/45 Hours)

B. Social Sciences (6 Credits) -

ECON 105 Principles of Economics (3 Credits/45 Hours)

COMM 301 Organizational Communications (3 Credits/45 Hours)

C. Management (19 Credits)

MGMT 104 Principles of Management (3 Credits/45 Hours)

MGMT 450 Project Management (3 Credits/45 Hours)

MGMT 455 Seminar (1 Credits/15 Hours)

MGMT 290/MATH 104 Introduction to Statistics (3 Credits/45 Hours)

MGMT 204 Human Resource Management (3 Credits/45 Hours)

MGMT 225 Strategic Management (3 Credits/45 Hours)

MGMT 280 Safety Management (3 Credits/45 Hours)

D. Behavioural Sciences (18 Credits)

PSYC 101 Introduction to Psychology I (3 Credits/45 Hours)

PSYC 102 Introduction to Psychology II (3 Credits/45 Hours)

PSYC 201 Research Methods in Psychology (3 Credits/45 Hours)

PSYC 223 Psychology of Personal Adjustment (3 Credits/45 Hours)

PSYC 224 Organizational Behaviour (3 Credits/45 Hours)

PSYC 250 Introduction to Applied Behavioural Psychology (3 Credits/45 Hours)

E. Electives (15 Credits) - Any of the following courses are approved electives. Other electives can be approved in consultation with the Chair.

CPSC 101 Introduction to Computing (3 Credits/45 Hours)

MGMT 150 Business Mathematics (3 Credits/45 Hours)

MGMT 301 Management Skills for Supervisors (3 Credits/45 Hours)

MGMT 302 Business Sustainability and the Environment (3 Credits/45 Hours)

MGMT 430 Business Ethics and Social Responsibility (3 Credits/45 Hours)

PSYC 212 Abnormal Psychology (3 Credits/45 Hours)

PSYC 221 Social Psychology (3 Credits/45 Hours)

PSYC 230 Advanced Communication Skills (3 Credits/45 Hours)

SOWK 200 Intro to Social Work Practice (3 Credits/45 Hours)

SOWK 201 Intro to Social Welfare (3 Credits/45 Hours)