

ORGANIZATIONAL PSYCHOLOGY M.S. PROGRAM

Internships

The SMU Organizational Psychology MS program includes advanced coursework in program evaluation, diversity at work, leadership and teams, people analytics, and practical experience through an applied internship.

We want to build mutually beneficial, long-term partnerships with companies across multiple industries. Benefits to organizations include a pipeline to key talent for organizations from SMU with graduate students with differentiated skillsets including:

- Understanding the changing nature of work
- Knowledge and skill to evaluate programs
- Knowledge and application of leadership practices, motivation, and employee engagement

1 What do internships look like?

- Summer internship opportunities (8-10 weeks), full time, paid (\$20 - \$30/hour)
- Sponsored within the Human Resources function or business function
- Manager who can devote time to develop the intern, assign projects, and check in with them on weekly progress
- Consideration for full time employment after successful internship

2 What types of projects should be considered?

- Optimizing or standardizing recruitment processes, or building interview training
- Analyzing organizational/employee surveys for insights
- Evaluating the effectiveness of training
- Building onboarding training or processes
- Building organizational surveys to assess programs or culture
- Working in partnership with talent management or Human Resources generalists with company wide performance management processes
- Coordinating wellness programs

3 What should you expect when you work with an organizational psychology intern?

While there will be differences in background and work experiences among the students, there will be some common abilities and motivations.

- Someone who possesses good analytical and research skill
- Someone who is motivated by challenging work, wants to make a difference, and is eager to learn about new industries and organizations
- Someone who will have a different perspective from people who have worked in your organization or industry

4 What is required for an intern to be successful?

Interns have the potential to make a significant contribution to organizations. In order to help our students be successful interns within your organization, it is imperative to provide onboarding and training for their internship experience.

Each intern should have a dedicated supervisor to provide clear expectations, specific context, goals, and tasks for projects, and support throughout their experience.