Program definition:

The M.S. in Personnel and Human Resource Development (PHRD) is a degree offered by the Industrial/Organizational (I/O) Psychology Program in the Department of Psychology. It is designed for individuals with interest in an applied career as a human resources manager, enhancing human management skills, and managing change in organizations. The curriculum of the program includes both personnel and organizational psychology topics.

Requirements for the Degree:

Students entering this program should have a minimum of a bachelor’s degree. The degree requires a minimum of 43 graduate credit hours. The program can be completed in a minimum of two years and maximum of six years. This degree does not require the completion of a thesis. Completing each I/O and statistic course with a minimum of a “B” (or appropriate remedial work determined by the program constitutes the meeting graduation requirement.

Required Courses:

Organizational Psychology (Psyc-556 every Fall): This is a survey of topics related to work motivation, stress, job satisfaction, turnover, diversity in the workplace, group and team dynamics, power and leadership, organizational change, and training. This course is taken in the first semester of the program.

Personnel Psychology (Psyc-529 every Spring): This is a survey course on personnel psychology topics such as job analysis, criterion development, selection, job interview, validation, and reliability of selection methods, performance measures. This course is taken in the second semester. Spring

Graduate Statistic I and II (Psyc-545 every Fall) and (Psyc-546 every Spring): These two courses cover introduction to inferential statistics and statistical analysis of psychological data. Topics include hypothesis-testing procedures such as t-test, chi-square, analysis of variance, and multiple regression. These are the first year graduate statistics courses required for all graduate students in the I/O program. In addition to exposure to the various statistical methods and procedures, students will learn to conduct analyses using SPSS.

Psychometric Theory (Psyc-511 every Fall): This course covers principles and theories of psychological measurement emphasizing theories and methods for estimation of reliability and validity, techniques for the measurement of psychological variables, and methods for constructing psychological and educational measurement instruments. Prerequisites: Psych-529, Psych-545, and Psych-546. Fall

Training Seminar (Psyc-555 every Spring): This is a survey course on various types and methods of training used in industrial settings. It also includes topics such as needs assessment, curriculum development, and training evaluation. Prerequisites: Psych-529 and Psych-556. Spring

Internship I & II (Psyc-558) and (Psyc-559): A minimum of two semesters of half-time (20 hours) work experience in the field of I/O is required. All first and second year students are required to attend monthly internship meetings regardless of whether they have registered for these courses or not. Any semester and credit hours can be flexible. All together for graduation 3 credits for each course is needed.
**Recommended elective courses:**
Choice of elective courses should reflect a balance between personnel and organizational psychology.

Advance Personnel psychology courses: (Students must choose at least one of the following)

- Personnel Selection (Psyc-535) Fall (every other year) Prerequisite: (Psyc-529)
- Performance Appraisal (Psyc-517) Fall (every year) Prerequisites: (Psyc-529 & 556)

Advance Organizational Psychology Courses all course have the prerequisite of Psyc 556: (Students must choose at least one of the following)

- Leadership and Team Effectiveness seminar (Psyc-580) Spring (every other year)
- Organizational Attitudes and Behaviors seminar (Psyc-531) Fall (every other year)
- Occupational Health Psychology seminar (Psyc – 532) Fall (every other year)

**Other elective courses:**
The semester most likely that the course will be offered is mentioned. Some are offered every other year so please refer to the milestone document for more guidance. Some courses are not offered sometimes regularly.

- Legal Issues (Psyc-552) - Prerequisite: (Psyc-529) Fall (every other year)
- Survey of Multivariate Statistics (Psyc- 554) - prerequisite: Psyc 545 & 546 Fall
- Assessment Centers (Psych-714) Summer
- Meta-Analysis (Psyc-530) - Prerequisites: (Psyc-529, 545, & 546) Spring (every other year)
- Structural equation modeling (Psyc –571) - prerequisite: Psyc 554 Spring (every other year)
- Social Bases of Behavior (Psyc-502) Fall
- Learning, Cognition and Motivation (Psyc-503) Spring
- Individual and Cultural Differences (Psyc-504) Fall
- Organizational Assessment (Psyc - 588) offer infrequent
- Consulting Fundamentals (Psyc 722) offer infrequent
- Individual assessment (Psyc 720) offer infrequent
- Reward Systems & Compensation (Psyc 588) offered infrequently.

Only 9 credits of the courses from other program will be considered towards the MS in PHRD. The choice of the course should be made in consultation with the adviser prior to registration.

- MBA 501 Accounting for Strategic Decision-Making (3 credits)
- MBA 504 Spreadsheet Modeling (3 credits)
- MBA 511 Creating, Communicating, and Delivering Customer Value (3 credits)
- MBA 522 The General Manager (3 credits)
- MBA 523 Negotiations and Strategic Decision Making (3 credits)
- MBA 528 Healthcare Management, Technology, and Innovation (3 credits)
- MBA 554 Project Management (3 credits)
- MBA 575 Creativity and Contemporary Entrepreneurial Opportunities (3 credits)

400, 500 and 600 level courses from other departments are possible additions to this list based on approval of the advisor prior to registration. On occasions we have other Psyc 588 seminars on special topics in the I/O program that you can take.

Also, it is imperative that the student’s program of study and course choices per semester be made in consultation with their advisor.
This degree is independent of the Ph.D. degree. That is, after its completion, the student can either leave Illinois Tech or apply to the Ph.D. program. PHRD students’ applications for the Ph.D. degree will be considered with applicants from other institutions interested in the Ph.D. degree. If the student is accepted in the Ph.D. program within five years after completing the M.S. in PHRD, the credits they had taken toward their master’s degree will be accepted toward the Ph.D. degree.

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