M.S. IN PERSONNEL AND HUMAN RESOURCES DEVELOPMENT
INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY PROGRAM
Advance your career in the rapidly changing and growing areas of management consulting and human resources management by pursuing a Master of Science in Personnel and Human Resources Development (PHRD) at Illinois Institute of Technology. This program is a great option to help you reach your career goals.

As a PHRD student, you will develop an understanding of human behavior and effectiveness in the workplace; learn how to manage change and promote productivity; gain knowledge about leadership cultivation; use statistical methods to make sound decisions and evaluate effectiveness; and examine critical human resources content areas, such as selection, training and development, performance management, and promote employee health and well-being in the workplace.

The PHRD degree at Illinois Tech is unique among master’s degree programs in industrial-organizational (I-O) psychology or human resources management in that we offer a rigorous, exciting, and comprehensive Ph.D.-quality curriculum. You will take classes alongside Ph.D. students and will graduate thoroughly prepared to enter the workforce or attend a Ph.D. degree program.
The metropolitan, international city of Chicago is a lively center of commerce and culture, and provides excellent opportunities for internships, part-time work experiences, and field research. You will have access to resources and networks—from Fortune 500 corporations to consulting firms and non-profit organizations—that will enhance your master’s-degree experience.

All PHRD students complete six credit hours of internship, which is the equivalent of six months of part-time fieldwork at one or two sites. During internships, students work on projects related to performance evaluation, compensation, leadership development, and employee engagement surveys. Recent placements include:

- Advocate Health Care
- Aon Consulting
- Breakthru Beverage Group
- Jump Trading LLC
- La Casa Norte
- Monar Consulting
- Old Republic International Corporation
- OptionsHouse & Aperture Group, LLC
- Rush University Medical Center
- Sears Holdings
- Strategic Talent Solutions
- U.S. Cellular
- United Airlines
- Vantage Leadership Consulting
- Walgreens Corporation

In addition to the opportunities available in Chicago, students may also gain initial applied experience through projects with the Department of Psychology’s Center for Research and Service. Students working in the center are involved in projects for public- and private-sector companies related to topics such as employee assessment, survey design, and performance management.

The PHRD program also has an international component for interested students through the Erasmus Mundus European program. Through this agreement, students may have the opportunity to collaborate with an international team of work psychology students and scholars in Europe and spend a month in Valencia, Spain, during the winter.
ALUMNI PROFILE

Renee Czeryba
Hometown: Arlington Heights, Illinois
Graduation Year: 2000

During her undergraduate career, Renee Czeryba developed a passion for psychology and philosophy and knew that she wanted to pursue a career where she could learn more about human behavior in the workplace, including understanding what motivates individuals and teams.

“I found that Illinois Tech’s Personnel and Human Resources Development program was an excellent option for me due to the program’s reputation and the credentials that Illinois Tech carries in the human resources community,” she explains.

As a PHRD student, Renee took advantage of every internship opportunity that came her way. These experiences allowed her to apply classroom concepts to real-world situations. “During my first internship, I had an opportunity to develop, administer, and analyze an employee-satisfaction survey. The results allowed leadership to obtain a better understanding of the drivers of employee turnover within a key department of the organization,” she recalls.

Internship experiences were also a valuable way for Renee to create strong networks and relationships. “During another internship, I worked for an Illinois Tech I-O Ph.D. graduate at her management consulting firm developing and validating technical assessment tests for various industries. I have kept in touch with the president of this consulting company for over 16 years and she has become one of my most-trusted mentors in my career,” she says. “You will learn something from everyone you meet and you never know how different relationships will affect your life.”

Renee currently works for the corporate office at Walgreens. She began her career with the company helping to build the change-management practice for the organization and now works in a program management position in the procurement and property division. “Although I am not currently in a traditional HR role, I apply my Illinois Tech education at work on a daily basis,” she explains. “Every program and project I work on impacts people in one way, shape, or form, and having the foundational understanding of human behavior allows me to tailor my management and implementation approach based on how the change will impact people.”

For those considering the PHRD program at Illinois Tech, Renee says its unique structure is one of its biggest benefits. “The PHRD program is part of the psychology department but also allows students to take classes within the Stuart School of Business. The greater your business acumen as an HR leader, the better you are able to communicate the people implications and considerations of changes to business leaders.”

Employment Outlook

Since its inception, the PHRD program has graduated highly successful human resources professionals who are thriving in the corporate, government, and nonprofit sectors. Our alumni are currently placed in a variety of positions across the globe, including:

• Assessment and Development Consultant
• Benefits Professional
• Career Development and Strategic HR Professional
• Data Analyst
• HR Operations Program Manager
• Organizational Development Consultant
• Senior Compensation Analyst
• Talent Acquisition Specialist
Funding Opportunities

Limited funding opportunities are available for students, including scholarships, and teaching and graduate assistantships.

Scholarships

The industrial-organizational psychology program awards one-year, half-tuition scholarships (4.5 credits per semester) to a number of students based on merit.

Teaching Assistantships

Students can apply for teaching assistantships after the first year. Teaching assistants receive partial tuition reimbursement and a monthly stipend. These positions are quarter-time (10 hours per week) and are based on academic performance and program engagement.

Graduate Assistantships

The Center for Research and Service has many opportunities for students to work and gain experience. Project-based funding is available for students who work at the center.

Application Process for the M.S. in Personnel and Human Resources Development

Applications for the PHRD program are accepted for the fall term only. Applications and supporting documents must be received by February 15. Minimum requirements for admissions include:

- Bachelor’s degree with a minimum of 18 hours of psychology coursework, including experimental or research methodology in psychology and statistics
- Minimum GPA 3.1
- Minimum GRE score of 303 (cumulative)
- Three letters of recommendation (at least two academic recommendations)
- Professional statement describing why you want to attend the PHRD program and your future plans
- Transcripts from all post-secondary institutions
Faculty Research Interests

Although research is not a required component of the PHRD program, students are welcome to pursue research opportunities with Illinois Tech faculty. Our faculty work on a variety of projects related to industrial-organizational psychology.

Roya Ayman, Professor, Industrial-Organizational Psychology Program Director
University of Utah, Ph.D.
Cross-cultural research; leadership in the workplace; women and minorities in management; work and family interface; work attitudes and behaviors

Kristina Bauer, Assistant Professor
Old Dominion University, Ph.D.
Training and development; self-regulated learning with an emphasis on technology-enabled instruction

Ronald S. Landis, Nambury S. Roju Professor of Psychology
Michigan State University, Ph.D.
Quantitative research methods; measurement; philosophy of science; personnel selection; individual and team performance; recruitment

Scott Morris, Professor
University of Akron, Ph.D.
Personnel selection; bias and discrimination in employee selection; adverse impact analysis; quantitative and research methodology; meta-analysis/validity generalization; differential item functioning and measurement equivalence; computer adaptive testing

Mahima Saxena, Assistant Professor
Purdue University, Ph.D.
Occupational health psychology (incivility, job burnout, recovery experiences); self-regulation; mind-wandering; emotional experiences at work; meditation and resource conservation; experience sampling methods; humanitarian work psychology
Informing the Future: New Worlds of Possibility at the Intersection of Humanity and Technology

For more information about the M.S. in Personnel and Human Resources Development program, please contact:

Roya Ayman
Industrial-Organizational Psychology Program Director
Phone: 312.567.3516
Email: ayman@iit.edu
Web: humansciences.iit.edu/psychology

Illinois Institute of Technology, also known as Illinois Tech, is a private, technology-focused, research university offering undergraduate and graduate degrees in engineering, science, architecture, business, design, human sciences, applied technology, and law.

One of 22 institutions that comprise the Association of Independent Technological Universities (AITU), Illinois Tech offers exceptional preparation for professions that require technological sophistication, an innovative mindset, and an entrepreneurial spirit.