

**Illinois Institute of Technology
Institute of Psychology
Industrial/Organizational Psychology Program**

**Master of Science
Personnel and Human Resource Development**

Program definition:

The M.S. in Personnel and Human Resource Development (PHRD) is a degree offered by the Industrial/Organizational Psychology Program at the Institute 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 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.

Course requirements:

Organizational Psychology (Psych-556): 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 (Psych-529): 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.

Graduate Statistic I and II (Psych-545) and (Psych-546): 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 (Psych-511): 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-409, Psych-529, Psych-545, and Psych-546.

Training Seminar (Psych-555): 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.

Internship I & II (Psych-558) and (Psych-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.

Nineteen credit hours are to be completed from the following courses:

Personnel Selection (Psych-535)	Prerequisite: (Psych-529)
Performance Appraisal (Psych-517)	Prerequisites: (Psych-529 & 556)
Compensation* (psych 710)-Applied Compensation & Benefits	Prerequisite: (Psych-529)

Compensation* (Psyc 716) Base Pay Management	Prerequisite: Psyc-529 & 556
Compensation* (Psyc 717) Variable Pay (1.5 credits)	
Compensation* (Psyc 719) Foundation of Employee Benefit Program (1.5 credits)	
Legal Issues (Psyc-552)	Prerequisite: (Psych-529)
Multivariate (Psyc- 554)*- prerequist first year of statistics	
Marketing* (MBA-560)	
Financial Accounting* (MBA-510)	
Total Quality Management* (QLM-512)	
Buyers' Behavior* (MKT-545)	
Assessment Centers (Psych-714)	
Leadership and Team Effectiveness (Psych-580)	Prerequisites: (Psych-502) and (Psych-556)
Organizational Attitudes and Behaviors (Psych-531)	Prerequisites: (Psych-502) and (Psych-556)
Job Analysis and VG and Utility Analysis (Psych-530)	Prerequisites: (Psych-529), (Psych-545 & 546)

Choice of courses should reflect a balance between personnel and organizational devilmnt. Also, it is imperative that he student's program of study and course choices per semester be made in consultation with their advisor. **Only three of the courses without an asterisk can be taken toward the degree.**

By completing the compensation courses listed above, the student will also get a compensation management certificate in addition to their M.S. degree.

This degree is independent of the Ph.D. degree. That is, after its completion, the student can either leave IIT 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.