

# Workplace and Organizational Science Undergraduate Certificate

## Effective Fall 2021, this program will no longer accept applications

This certificate can prepare individuals for graduate studies in industrial-organizational psychology, management, or other areas with a focus on behavior in organizations. It also provides training relevant to managing individuals in organizations that can be applied broadly to business, military, non-profit, health care, law enforcement, and other settings.

Note: **No more than 6 credit hours may be applied from the student's major.**

### Required Courses

MGMT/SOC 3600	Management and Organizational Behavior	3
PSYCH 3318/MGMT 3623	Industrial and Organizational Psychology	3

### Goal 1: Breadth of Study 9

Choose three courses from the following:

AERO 2001	Team Leadership Fundamentals I
COMM 2231	Communication in the Organization
MIL SCI 1101	Introduction to Leadership I
MIL SCI 2201	Innovative Team Leadership
MVS 2100	
MGMT 3611	Advanced Management and Organizational Behavior
MGMT 3621	Human Resource Management
MGMT 3622	Industrial and Labor Relations
MGMT 3624	Employee Training and Development
MGMT 3625	Leadership in Organizations
PSYCH 4365	Psychological Testing and Assessment
POL SCI 4060	Theory of Decisions and Games
SOC 4354	Sociology of Business and Work Settings

### Goal 2: Cultural Competency 3

Choose one course from the following:

COMM 2332	Intercultural Communication
COMM 3337	Communication and Gender
MGMT/INTL BUS 3680	International Management
PSYCH 3820	Cross-Cultural Psychology
PSYCH 4250	Stereotyping, Prejudice, and Discrimination
SOC 1241	Globalization and Social Change

**Total Hours 18**

## Learning Outcomes

Upon completion of the program, certificate earners will be able to:

- Describe the application of theories and methods from workplace and organizational sciences to job analysis, recruitment/selection, training, retention and performance appraisal processes.
- Identify factors that influence motivation and work performance of employees.
- Identify teamwork processes, challenges and strategies.
- Summarize models of leadership and fit for specific organizational needs.
- Compare and contrast at least two disciplinary specific (e.g., communications, industrial/organizational psychology, management, sociology) approaches to understanding workplace and organizational needs and challenges.
- Write and speak clearly and concisely about theories and research in workplace and organizational sciences.
- Evaluate appropriateness of quantitative and qualitative research methods for specific questions in workplace and organizational sciences.
- Relate concepts and empirical findings from workplace and organizational sciences to personal work experiences and career goals.