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

<table>
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<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tr>
<td>MGMT/SOC 3600</td>
<td>undefined</td>
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<tr>
<td>PSYCH 3318/MGMT 3623</td>
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Goal 1: Breadth of Study 9

Choose three courses from the following:

- AERO 2001
- COMM 2231
- MIL SCI 1101
- MIL SCI 2201
- MVS 2100
- MGMT 3611
- MGMT 3621
- MGMT 3622
- MGMT 3624
- MGMT 3625
- PSYCH 4365
- POL SCI 4060
- SOC 4354

Goal 2: Cultural Competency 3

Choose one course from the following:

- COMM 2332
- COMM 3337
- MGMT/INTL BUS 3680
- PSYCH 3820
- PSYCH 4250
- SOC 1241

Total Hours 12

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.