## 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>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT/SOC 3600</td>
<td>Management and Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>PSYCH 3318/MGMT 3623</td>
<td>Industrial and Organizational Psychology</td>
<td>3</td>
</tr>
</tbody>
</table>

### 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.