

INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (PH.D.)

For details about this program, including program description, admission requirements, and contact information, click here (<https://www.montclair.edu/graduate/programs-of-study/industrial-and-organizational-psychology-phd/>).

Program Requirements

Code	Title	Credits
Industrial /Organizational Psychology Core		
PSYC 585	Work Attitudes and Motivation: Theory and Application	3
PSYC 631	Interventions for Effective Organizations	3
PSYC 663	Independent Study	1
PSYC 759	Science and Practice of Personnel Selection: Issues and Procedures	3
PSYC 784	The Science and Practice of Performance Management	3
Core Methods, Statistics and Data Science		
PSYC 546	Data Science for Social Scientists	3
PSYC 710	Research Methods for Psychological Science	3
PSYC 739	Multivariate Statistics	3
PSYC 750	Quantitative and Statistical Methods for Psychological Science	3
PSYC 778	Psychometrics for Psychological Science	3
Business and HR Strategy		
MGMT 561	Achieving Competitive Advantage	1.5
MGMT 570	Strategic Human Resource Management	1.5
Industrial /Organizational Psychology Options		
Complete the following three groups.		
<i>Options Group 1</i>		
Complete two courses from the following:		6
PSYC 632	Group Theory and Development in Organizations	
PSYC 633	Leadership: Theory and Development	
PSYC 658	Seminar in Industrial and Organizational Psychology	
<i>Options Group 2</i>		
Complete two courses from the following:		6
PSYC 855	Consulting Skills in Organizations	
PSYC 857	Occupational Health Psychology	
PSYC 858	Organizational Development and Change	
PSYC 859	Advanced Seminar in Industrial-Organizational Psychology	
<i>Options Group 3</i>		
Complete one course from the following:		3
PSYC 740	Theory Building and Model Testing	
PSYC 741	Hierarchical Linear Modeling	
Specialization		
Select one area of specialization. See list below.		12-13
Advanced Elective		

Complete one elective course under the guidance of faculty advisor. See list below. 3-4

Research

PSYC 691	I/O Research Seminar Readings	3
PSYC 692	I/O Research Seminar Defense	3
Complete PSYC 900 for a total of 12 credits.		12
PSYC 900	Dissertation Advisement	

Qualifying Portfolio/Exam/Assessment

Successfully complete the qualifying portfolio, examination or assessment requirement.

Admission to Candidacy

Following completion of pre-dissertation research courses and qualifying exam, you may be admitted to candidacy.

Dissertation Requirement

Complete a dissertation in accordance with Graduate School and doctoral program requirements.

Total Credits 79-81

Specialization

General Psychology

Code	Title	Credits
Complete four courses from the following:		12
PSYC 504	Cognitive Psychology	
PSYC 552	Social Psychology	
PSYC 561	Developmental Psychology	
PSYC 563	Theories of Learning	
PSYC 573	Behavioral Neuroscience	
PSYC 745	History and Systems of Psychology	

Data Science

Code	Title	Credits
Complete four courses:		
CSIT 506	Data Structures with Python	4
CSIT 555	Database Systems	3
CSIT 556	Introduction to Data Science	3
CSIT 557	Advanced Techniques in Data Science	3
Total Credits		13

Business

Code	Title	Credits
Complete 12 credits from the following:		12
ACCT 560	Accounting for Business Managers	
ECON 562	Macroeconomics Analysis and Public Policy	
ENTR 561	Business Innovation and Entrepreneurial Thinking	
INFO 563	Information Systems Strategy and Innovation	
INFO 570	Data Wrangling and Analysis	
INFO 584	Data Visualization	
MGMT 565	Project Management	
MGMT 566	Negotiation in the Workplace	
MGMT 576	Advanced Project Management	
MGMT 584	Talent Management	
MGMT 585	Human Resource Analytics	

MKTG 561 Strategic Marketing Management

MKTG 563 Global Business Impact

Advanced Electives

Code	Title	Credits
APLN 550	Computational Linguistics	3
CMST 545	Crisis Communication	3
COUN 558	Consultation in Organizational Development	3
COUN 559	Dynamics of Group Process	1-3
COUN 568	Theories of Consultation	3
CSIT 505	Python Programming	4
CSIT 528	Statistics for Data Science	3
CSIT 552	Python for Data Science	3
CSIT 553	Exploratory Data Analysis and Visualization	3
CSIT 554	Big Data Analytics	3
CSIT 558	Data Mining	3
CSIT 565	Information Security Management	3
CSIT 571	Computer Algorithms and Analysis	3
CSIT 580	Network Science	3
CSIT 598	Machine Learning	3
LAWS 556	Dispute Resolution in the Workplace	3
LAWS 579	Private Sector Compliance With Public Regulations	3
PSYC 504	Cognitive Psychology	3
PSYC 552	Social Psychology	3
PSYC 561	Developmental Psychology	3
PSYC 563	Theories of Learning	3
PSYC 573	Behavioral Neuroscience	3
PSYC 583	Sensation and Perception	3
PSYC 592	Health Psychology	3
PSYC 658	Seminar in Industrial and Organizational Psychology	3
PSYC 659	Special Topics in Psychology	3
PSYC 740	Theory Building and Model Testing	3
PSYC 741	Hierarchical Linear Modeling	3
PSYC 855	Consulting Skills in Organizations	3
PSYC 857	Occupational Health Psychology	3
PSYC 858	Organizational Development and Change	3
PSYC 859	Advanced Seminar in Industrial-Organizational Psychology	3
SOCI 556	Data Analysis	3
SOCI 557	Data and Text Mining for Social Research	3
SOCI 560	Applied Social Theory	3
SOCI 569	Interviews and Focus Groups	3
STAT 538	Regression Methods	3