

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		
PSYC 559	Personnel Selection: Issues and Procedures	3
PSYC 584	Performance Management	3
PSYC 585	Work Attitudes and Motivation: Theory and Application	3
PSYC 631	Interventions for Effective Organizations	3
PSYC 632	Group Theory and Development in Organizations	3
PSYC 633	Leadership: Theory and Development	3
PSYC 663	Independent Study	1
PSYC 858	Organizational Development and Change	3
Core Methods, Statistics and Data Science		
PSYC 510	Research Methods in Psychology	3
PSYC 546	Data Science for Social Scientists	3
PSYC 550	Quantitative and Statistical Methods	3
PSYC 578	Psychometrics	3
PSYC 739	Multivariate Statistics	3
Advanced Statistics		
PSYC 740	Theory Building and Model Testing	3
or PSYC 741	Hierarchical Linear Modeling	
Business and HR Strategy		
MGMT 561	Achieving Competitive Advantage	1.5
MGMT 570	Strategic Human Resource Management	1.5
Advanced Electives		
Complete two courses from the list below by advisement and with the appropriate pre-requisites.		6-8
Specialization Courses		
Select Option A, Option B, or Option C		12-13
<i>Option A: General Psychology Specialization</i>		
Complete four courses from the following:		
PSYC 504	Cognitive Psychology	
PSYC 552	Social Psychology	
PSYC 561	Developmental Psychology	
PSYC 563	Theories of Learning	
PSYC 573	Behavioral Neuroscience	
PSYC 592	Health Psychology	
PSYC 659	Special Topics in Psychology	
PSYC 745	History and Systems of Psychology	
PSYC 857	Occupational Health Psychology	
PSYC 858	Organizational Development and Change	
<i>Option B: Data Science Specialization</i>		

CSIT 506	Data Structures with Python	
CSIT 555	Database Systems	
CSIT 556	Introduction to Data Science	
CSIT 557	Advanced Techniques in Data Science	
<i>Option C: Business Specialization</i>		
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 Mangement	
MGMT 585	Human Resource Analytics	
MKTG 561	Applied Marketing Management	
MKTG 563	Sustainability and Corporate Responsibility	
Research Credits		
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		79-82
Advanced Electives		
Code	Title	Credits
APLN 550	Computational Linguistics	3
CMST 545	Crisis Communication	3
CMST 547	Seminar in Organizational Communication	3
CMST 555	Survey of Public and Organizational Relations	3
CMST 580	Globalization and Contemporary 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