Admission

Admission to the Doctoral Program in Organizational Behavior and Human Resources is limited to students of outstanding promise with the potential to succeed in our program and contribute to the various areas of OBHR.

In preparing for the Ph.D. program in OBHR a student can pursue an undergraduate major in any field. A student who has obtained at least his or her Bachelor's degree from an accredited college or university by August of the year the student will be entering the program can apply for admission.

GMAT is required for consideration into the OBHR Ph.D. programs. Applicants must have strong quantitative abilities and have demonstrated competence in undergraduate studies.

To learn more concerning our programs, our faculty, and to apply online, please view our web site: www.krannert.purdue.edu/programs/phd

Financial Assistance

Most Ph.D. students are awarded graduate teaching/research assistantships or research grants, which last for the normal length of the program, conditional upon satisfactory academic performance and performance of the duties of assistantships. Students admitted with an assistantship receive tuition remission of all fees (except for a graduate staff fee) and also receive a monthly stipend and are enrolled in a University medical/health insurance plan.

Are you ready to advance to a higher degree?

The OBHR program at Krannert definitely helps my development as an organizational scholar. The discussion-based seminars train my critical thinking. The relatively small size of the program allows me to work closely with faculty members. They have taught me how to craft a research project from start to finish, from research question formation to details like formatting. And Ph.D. students provide a lot of support to each other. Whenever you have a question, they are always there to help. I also appreciate the close bond the program has with Industrial-Organizational Psychology department. We have classes and brown bags together with their faculty and students, and collaborate in research projects, which I enjoy a lot.

Lusi Wu
OBHR 5th Year PhD Candidate

For further information, please contact us at:
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Advancing to a Higher Degree
Organizational life demands that humans find effective and satisfying ways to work together. This has never been more true on a global scale. The Organizational Behavior and Human Resources discipline's mission is to educate future managers and employees and to conduct cutting-edge research on topics that explore how human interactions can contribute to developing and sustaining effective and satisfying workplaces. Topics such as motivation, team dynamics, performance and feedback processes, leadership, gender issues at work, managing people within the internet environment, effective compensation strategies, and selecting the right employee for the right job are all addressed with our research and coursework.

The Organizational Behavior and Human Resources department is composed of faculty who are trained in management and labor relations, as well as psychology and sociology. The faculty are graduates of leading universities from across the United States, are active scholars, and many hold research and teaching awards. Organizational Behavior and Human Resources faculty serve on leading editorial boards and are active in professional organizations such as the Academy of Management, American Psychological Association, and Society for Industrial and Organizational Psychology. The Organizational Behavior and Human Resources degree programs attempt to create a learning environment that engenders high-quality scholarship, excellent teaching, and a collegial atmosphere where individuals are given opportunities for growth. Organizational Behavior and Human Resources faculty and students also will often draw on supporting work from nationally-recognized departments of Psychology and Organizational communication. Similarly, faculty and students interested in the management of technology have been involved in joint projects and courses with world-class Engineering and Science departments.

**Program Features**

**OBHR Research**

**OBHR 606: The Research Practicum**

The research practicum is required of all OBHR Ph.D. students with several objectives in mind:

- To challenge students to apply methodological and theoretical knowledge they have gained in their first year of study.
- To guide the students into a significant research effort early in their program.
- To promote students working as research colleagues with faculty.
- To provide an early opportunity for students to be an author on research that has the potential to be submitted for publication.

**Student Life-KDSA**

The Krannert Doctoral Student Association (KDSA) is an organization with the sole purpose of addressing the needs of Ph.D. students in Economics, Management, and Organizational Behavior and Human Resources.

They act as a liaison between Krannert doctoral students, the Krannert Dean’s office, Krannert Computing Center, Management and Economics Parish Library, and the Office of Doctoral Programs. Over the past few years, they have successfully improved the teaching and research environment here at Purdue and will continue to do so. They also aim to provide a social atmosphere that allows students across the Department of Economics and the various areas in the Department of Management to interact and lend support to each other.

**Mentorship**

Faculty members are distinguished in the OBHR field, publishing regularly in leading-edge academic journals, serving as current or past journal editors and board members, and commentating on OBHR topics in outlets such as the Wall Street Journal, NPR, and CNBC. Many are also award winning teachers. Throughout your time in the program, we will provide you opportunities to develop teaching and research skills through presentations, seminars, faculty observation and feedback, and professional conference attendance and participation.

We will involve you in ongoing research projects while also requiring you to develop independent research ideas, such that you will graduate ready to continue building your own research program.

We believe it critical to build your research skills from the outset of your time in our program such that your research record stands out in a highly competitive academic job market. To that end, we will work one-on-one with you on research projects related to topics such as:

**Areas of Interest**

- Leadership and teams
- Work, family, diversity, and personal life
- Workplace fairness and justice
- Employee selection
- International Human Resources
- Stress and burnout
- Employer branding and recruitment
- Counterproductive work behaviors
- Workplace interventions, training, and employee engagement