

# Organizational Behavior and Human Resources Management

## PHD PROGRAMS

The PhD program in organizational behavior and human resources management provides the personalized mentorship and rigorous educational platform from which to launch a successful academic career at a research-oriented university.

By exposing you to classic and cutting-edge theories, literature streams, research methods and analytical techniques, you will be able to conduct exciting and impactful research and to effectively share discovered knowledge with fellow scholars, managers and students in the U.S. and abroad.



One of the most valuable things about the program is the faculty. They have students' interests at heart and are very supportive and willing to go above and beyond.

— Catherine Kleshinski, PhD Student, OBHR

It is critical to build your research skills when you begin in the program so your research record stands out in a highly competitive academic job market. We will work one-on-one with you on research projects related to topics such as:

- 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

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We are passionate about creating and disseminating knowledge that informs organizational efforts to achieve exceptional results for employee, customer and financial stakeholders.

### Plan of Study:

- Complete a minimum of 48 credits of graduate coursework
- Complete and present a 606 research project by fall of the second year of the program
- Pass preliminary examination the summer after the second year in the program
- Develop effective teaching skills through serving as a teaching assistant and course instructor
- Contribute to research projects that lead to papers being submitted for presentation at national conferences and for publication in academic journals
- Submit and defend a dissertation proposal
- Complete and defend a dissertation

[krannert.purdue.edu/academics/obhr/phd](http://krannert.purdue.edu/academics/obhr/phd)



**Brian Dineen**  
*Professor  
of Management*

I think we've found a really healthy balance between hard work, mentoring and fun in our PhD program. Our culture is one of strong student support but also adequate student independence.



**Kelly Wilson**  
*Associate Professor  
of Management*

It's really a highlight of my career to mentor PhD students. There are lots of research opportunities . . . I'm currently advising two students and working on projects with two others.