

PhD Concentration in Human Resource Management/Organizational Behavior

The PhD concentration in Human Resource Management/Organizational Behavior (HRM/OB) at the Fox School of Business prepares students for academic careers at prominent research universities. Research is one of the most important parts of a PhD student's academic life. Our curriculum provides training in methodology and diverse content areas to enable students to achieve research excellence.

OUR PROGRAM

The Fox PhD program integrates world-renowned research faculty with intimate class sizes and a forward-looking curriculum in order to help students succeed in today's academic world. As part of Temple University, our students have access to the technology and resources offered by one of the largest urban universities on the East Coast as well as the support of a business school that's accredited by the Association to Advance Collegiate Schools of Business (AACSB). Students enrolled in the Fox PhD program enjoy unparalleled academic opportunities: dedicated research events that contribute to building robust research portfolios, the support to present their research work at international conferences, and the chance to network with top researchers from around the world.

PhD students are an integral component of the Fox School's mission to be a premier center of business research. The Fox School offers a supportive and collaborative research environment in which students may conduct ground-breaking research that pushes the frontiers of theory and practice. One of the ways we encourage collaboration is through our established mentorship culture, where students are matched with faculty who will provide individualized attention on research projects. Through formal and informal mentorship, Fox PhD students gain powerful support that will help them adapt to the rigors of academic life and successful scholarship.

ADMISSIONS AND FINANCIAL AID

Applications received by January 15th will receive full consideration. Earlier application is encouraged. Students are evaluated on the basis of GMAT (or GRE) scores, undergraduate and/or graduate GPA, personal statement, prior research experience, letters of recommendation and TOEFL scores (for non-native English speakers).

All students admitted to our program are considered for full financial support. Funding typically comes in the form of an assistantship and includes full tuition, health insurance, and a competitive stipend for at least four years based on adequate progress and yearly evaluations. Students who apply before the January 15th deadline will be considered for Temple's prestigious university fellowships.

fox.temple.edu/hrmphd

CONTACT INFORMATION

If you have questions about the Fox School's HRM/OB Concentration, please contact Dr. Crystal Harold at charold@temple.edu

FACULTY

Our acclaimed Human Resource Management faculty members employ diverse methodologies to explore a wide range of topical issues including leadership, personality, staffing, organizational justice, workplace deviance, social responsibility, meta-analytic methods, social-exchange, and emotions in the workplace. Because of this interdisciplinary approach, our faculty members regularly publish in premier journals while also serving on the Editorial Review Boards for the *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology* and the *Journal of Organizational Behavior*. In addition, our department members hold prominent leadership positions in the Academy of Management as well as the Society of Industrial & Organizational Psychology (SIOP).

Crystal Harold, Concentration Advisor and Associate Professor: Employee recruitment, fairness, leadership, deviant workplace behaviors

Lynne Andersson, Associate Professor: Cynicism, incivility, organizational corruption

Gary Blau, Professor: Work attitudes and behavior, student related outcomes (e.g., professional development, engagement)

John Deckop, Professor: Pay for performance, materialism, human resource management ethics

Deanna Geddes, Department Chair and Associate Professor: Workplace emotion, performance appraisal

Brian Holtz, Assistant Professor: Organizational justice, trust, counterproductive work behavior

Youjin Kim, Assistant Professor: Social exchange relationships, motives, proactivity and work behavior

In-Sue Oh, Associate Professor: Staffing, meta-analysis methods, leadership development

PHILADELPHIA, PA

The City of Brotherly Love is centrally located along the Northeast Corridor. Philadelphia is just 100 miles south of New York and 133 miles north of Washington, D.C. Recently ranked as the [fourth most walkable city in the U.S.](#), Philadelphia is a lively, diverse urban environment that offers a unique blend of history, industry, arts, sports, entertainment, and culture that *The New York Times* recognizes as making Philadelphia one of the best places to visit in 2015. Philadelphia also boasts a high concentration of dining and other attractions that has led *Travel + Leisure* to call Philadelphia “[America’s next great food city.](#)” Philadelphia is at the center of a region that’s alive with innovation in commerce and finance, technological and scientific advancement, and accomplishment in the arts. Philadelphia offers a significant presence of IT, financial services, pharmaceutical, and other industries that provide opportunities for interaction with businesses and research. Home to numerous corporate headquarters, Philadelphia offers rich opportunities for business and community engagement.