

# **Psychology and Human Resource Minors**

*This brochure describes two minors for students interested in combining the study of Psychology and Business.*

## **I. A Minor in Industrial-Organizational Psychology**

Industrial-Organizational Psychology (IOP) is an area of study within the field of psychology that is concerned with the workings of industrial and non-industrial organizations. Persons who specialize in IOP usually work in the human resource departments of business organizations, but also may be employed in government, health care institutions, or research and consulting firms.

In these organizational settings, persons trained in IOP apply their scientific knowledge of human behavior to do basic research and/or solve practical problems in one or more of the following areas:

### **A) Human Resource Specialist:**

#### **1. Selection and Placement**

job analysis and classification; development of selection programs; optimal placement of key personnel; early identification of management potential

#### **2. Training and Development**

identifying training and development needs; formulating and implementing technical training, management and supervisory development programs; evaluating the effectiveness of training and development programs relative to productivity and satisfaction criteria

#### **3. Personnel Research**

developing assessment tools for selection, placement, classification and promotion of employees; validating test instruments; measuring the effect of cultural factors on test performance; assessing readiness for multicultural living and working

#### **4. Organization Development**

analysis of organizational structure; maximizing the effectiveness of individuals and work groups; implementing diversity initiatives; engaging in consulting activities; facilitating organizational change

### **B) Consumer Psychology:**

assessing consumer preferences; identifying consumer reaction to new products; developing market segmentation strategies

### **C) Engineering Psychology:**

designing work environment; optimizing person-machine effectiveness; developing systems technologies

Industrial-Organizational Psychologists may engage in these activities while employed as staff members of large organizations, where they may also occupy managerial positions. Or, IOP professionals may work as independent consultants or advisors. Many IOP practitioners find their primary workplace in educational institutions where they may also engage in part-time consultant work. In all these settings persons trained in IOP use their skills in scientific investigation to provide solutions to organizational problems and to do basic psychological research that adds to our knowledge of human behavior.

## ***“Who is the IOP Minor for?”***

The undergraduate IOP minor, then, is for students who are primarily interested in a career in psychology, but who would like to practice his/her skills in a business or similar organizational environment, dealing with the kinds of problems outlined above.

## ***“How do I become an industrial/organizational psychologist?”***

Generally speaking, persons seeking a career in IOP should plan to go on to a university program leading either to a M.A. or M.S. (1-2 years) or to a Ph.D. (3-4 years) in Psychology with a minor in IOP. These graduate programs are the best preparation for a career in IOP and are essential for professional recognition. Those willing to commit themselves to such advanced training will find positions whose salaries are among the highest in psychology. Also, most future employment projections emphasize a continuing strong demand for persons in this area. Additional information about graduate training is available from your Psychology Department advisor.

### **Courses Relevant to the IOP Minor**

**NOTE:** The courses you choose should depend on your career goals, e.g., M.B.A., M.S. or Ph.D., job after B.A., etc. **Consult with your IOP advisor before registration.**

#### **The IOP Minor 7 courses total**

1. **Required Psychology** courses 4 courses total

PSY 229 Industrial/Organizational Psychology*	PSY Core III	(3)
PSY 318 Social Psychology	PSY Core II	(3)
PSY 329 Leadership and Motivation	PSY Core III	(3)
PSY 395 Assessment in the Behavioral Sciences	PSY Core III	(3)
  
2. **Required Business** courses 3 courses total

MGT 360 Organizational Behavior* (Fall only)		(3)
MGT 364 Human Resources Management (Spring only)		(3)
MGT 460 Ethical Power and Influence for Leaders (next offered Spring 2018)		(3)

*OR*

ENT 411 Entrepreneurial and Mgmt. Leadership Skills (Fall only)		(3)
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**Non-required Psychology courses** of use to IOP students: (Also see courses listed under the Human Resources Minor described below)

- |                                  |              |     |
|----------------------------------|--------------|-----|
| PSY 373 Behavior Modification    | PSY Core III | (3) |
| PSY 452 Techniques of Counseling |              | (3) |

**Non-required Business courses** of use to IOP students:

- |   |  |     |
|---|--|-----|
| ECO 101 Macro Economics                                       |  | (3) |
| ECO 102 Micro Economics                                       |  | (3) |
| ACT 201 Financial Accounting                                  |  | (3) |
| ACT 202 Managerial Accounting                                 |  | (3) |
| COM 319 Training and Development                              |  | (3) |
| MKT 201 Principles of Marketing                               |  | (3) |
| MKT 320 Consumer Behavior (Fall only)                         |  | (3) |
| MKT 331 Fundamentals of Marketing Research (Spring only)      |  | (3) |
| MGT 367 Employee and Labor Relations (Spring only)            |  | (3) |
| ENT 401 Small Business Mgmt. and Entrepreneurship (Fall only) |  | (3) |

**\*Students may not take PSY 229 and MGT 360 in the same semester.**

### **Practicum Program:**

Upper-level students are eligible to enroll in a practicum or internship program. This program enables students to obtain course credit for supervised professional-like activity. The practicum's basic purpose is to give students an opportunity to apply in an actual organizational setting the concepts and methods learned in their formal courses. Practicum prerequisites: satisfactory completion of IOP courses selected during regular consultation with IOP advisor and permission of IOP advisor.

### **SHRM:**

Active participation in the Canisius College chapter of **Society for Human Resource Management** (SHRM) is highly recommended for students who wish to pursue the minor in Industrial-Organizational Psychology, as it is for students pursuing the Human Resource Management Minor for Management majors (see below).

Students who wish to pursue this minor should contact:  
**Dr. Judith Larkin (HSC-209; 888-2508; [larkin@canisius.edu](mailto:larkin@canisius.edu))**

## **II. A Minor in Human Resource Management**

### **HUMAN RESOURCE MANAGEMENT MINOR**

Organizations and employees both benefit when Human Resource Management (HRM) functions are carried out professionally. There is a need for individuals who know how to match what people can bring to the organization with organizational requirements, incentives, and culture. HR management professionals work with employees to help them develop their potential. They also are responsible for monitoring and adjusting workplace policies and practices for fairness and transparency.

Please contact Dr. Robyn Brouer ([robyn.brouer@canisius.edu](mailto:robyn.brouer@canisius.edu)) for any questions regarding the HR minor.

#### **Requirements (six courses)**

##### **Complete the following three courses:**

- MGT 360 Organizational Behavior\* (offered Fall semester only)
- MGT 364 Human Resource Management\* (offered Spring semester only)
- MGT 460 Ethical Power and Influence for Leaders\* (next offered Spring 2018)

##### **Plus three of the following (at least one in COM and one in PSY):**

- COM 204 Interpersonal Communication (offered every Fall and Spring semester)
- COM 302 Small Group Communication (not offered every academic year)
- COM 318 Organizational Communication (offered Fall semester only)
- COM 319 Training and Development (offered Spring semester only)
- COM 418 Interviewing (not offered every academic year)
  
- MGT 307 U.S. Business History (not offered every academic year)
- MGT 367 Employee and Labor Relations (not offered every academic year)
- MGT 464 Current Topics in Human Resource Management (not offered every academic year)
- MGT 493 Internship in Human Resource Management (MGT 364 prerequisite)
  
- PSY 329 Leadership & Motivation (offered Spring semester only)
- PSY 395 Assessment in the Behavioral Sciences (offered Fall semester only)

**SHRM** – Students in the HRM minor *are expected* to become members of the [Canisius College Chapter of the Society for Human Resource Management \(SHRM\)](#), which requires joining the national SHRM

organization ([shrm.org](http://shrm.org)) as a student member. Please email Sarah Collins ([collin50@canisius.edu](mailto:collin50@canisius.edu)), President of the Student SHRM chapter for more information.

### **Spring 2017 Offerings**

#### **Required courses in Human Resource Management Minor:**

MGT 364 Human Resource Management\*

#### **Elective courses in Human Resource Management minor:**

COM 204 Interpersonal Communication

COM 319 Training and Development

COM 418 Interviewing

MGT 493 Internship in Human Resource Management

PSY 329 Leadership & Motivation

**\*Note:** MGT 101 prereq can be waived for non-business majors by emailing the faculty member teaching MGT 360/364. Alternatively, many non-business majors add a management minor.

### **III. A Minor in Business.**

You may also be interested in a Business Minor. Information can be found at:  
<http://catalog.canisius.edu/undergraduate/wehle-school-business/business-minor/>