LEARNING OUTCOMES:
HUMAN RESOURCES AND
INDUSTRIAL RELATIONS, PHD

Learning Outcomes for the degree of Doctor of Philosophy Major in
Human Resources and Industrial Relations

The purpose of the PhD in Human Resources and Industrial Relations is
to train research competence (conducting and communicating research)
and the writing of analytical papers of publishable quality. Toward
this end, PhD courses and program milestones are designed to impart
knowledge and skills that individuals may use to conduct world-class
research, primarily in the academic subfields of Human Resources/
Organizational Behavior, Industrial Relations, Economics, Psychology,
and/or Sociology.

The following are intended student learning outcomes.

1. Develop skill in writing analytic papers of publishable quality, and
   publishing those papers.
2. Develop skill in publicly presenting analytical research of publishable
   quality.
3. Gain foundational knowledge in Human Resources Theory and
   Industrial Relations Theory.
4. Develop knowledge and skill in using statistics and research methods
   to conduct research and draw appropriate inferences.
5. Gain specialized knowledge in a social science discipline (e.g.,
   economics, psychology, sociology).

Information listed in this catalog is current as of 12/2021