

Work & Organizations

The internationally recognized department of Work and Organizations offers a rigorous program of doctoral studies with a multidisciplinary focus in organizational behavior, human resource management, organizational economics, personnel economics, labor relations, and related areas. Students gain a rigorous, multidisciplinary understanding of research questions, theories, empirical methodologies and analytic approaches across the breadth of the concentration, while pursuing in-depth and focused research within particular domains based on faculty expertise and student interest. Faculty are committed to providing a rich educational experience that maximizes faculty-student mentorships and collaboration. In addition, students have access to an outstanding research infrastructure in the Carlson School including behavioral laboratories, an expansive subject pool within the school, an on-site field-specific library, and exposure to a number of Fortune 500 corporate headquarters located in the Twin Cities area. For more information about this program visit: z.umn.edu/CarlsonPhDWorg



Work & Organizations
PhD Coordinator

**John D.
Kammeyer-Mueller**

*Professor, Curtis L. Carlson
Professor of Industrial Relations
PhD, University of Minnesota*

Areas of Interest:

New employee socialization and adaptation, individual differences, attitudes and emotions, and research methodology

Curriculum & Courses

The curriculum provides a multidisciplinary understanding of theories and methodologies used in research on work and organizations as the foundation for focused research in specific areas of student interest. This includes a common set of core seminars as well as tailored coursework in other top-ranked departments.

Required Theory Core

Fundamentals of Economic Analysis
Fundamentals of Organizational Behavior
Fundamentals of HR Research

Required Analytical Core: Econometrics I, Psychometrics, Advanced Multiple Regression, Research Methods in Work and Organizations

Special Topics - Expanding Expertise

Students take at least four special topics seminars in their first two years to deepen their expertise in specific areas

Outside Courses - Expanding Theoretical and Statistical Expertise

Students also take courses outside WOrg to gain expertise in theoretical and statistical areas particularly suited to the student's plan of study.

Admissions Statistics (Fall 2017)

54

Applications



3

Admissions
Offers

2

Acceptances

14

Program size

33

Average age
in program

1290

Average GRE
(before August 2011)

318

Average GRE
(after August 2011)

688 Average GMAT

Work & Organizations Faculty

Avner Ben-Ner

Professor

PhD, State University of New York-Stony Brook

Areas of Interest: Human resource management and firm performance, structure and performance in for-profit, nonprofit, and government organizations

Alan Benson

Assistant Professor

PhD, Massachusetts Institute of Technology

Areas of Interest: How firms create and sustain competitive rents through employment practices, especially recruitment, incentives and training.

John W. Budd

Department Chair; Professor and Industrial Relations Land Grant Chair

PhD, Princeton University

Areas of Interest: Labor unions and worker voice, theories of work, and conflict resolution

Elizabeth Campbell

Assistant Professor

PhD, University of Maryland, College Park

Areas of interest: Consequences of high performance and proactivity, interpersonal processes, states, and interactions within workgroups and teams; variance and disparity in collective motives, expertise, and status; multilevel phenomena with workgroups and teams

Michelle Duffy

Professor, Vernon Health Chair

PhD, University of Arkansas

Areas of interest: Workplace envy, social undermining, mood and affective texture of individuals and teams, moral emotions, employee well-being

Theresa M. Glomb

Professor and The Toro Company-David M. Lilly Chair in Human Resources

PhD, University of Illinois, Urbana-Champaign

Areas of Interest: Emotions and emotional labor in organizations, worker well-being; workplace victimization

John D. Kammeyer-Mueller

Professor, Curtis L. Carlson Professor of Industrial Relations

PhD, University of Minnesota

Areas of Interest: New employee socialization and adaptation, individual differences, attitudes and emotions, and research methodology

Colleen F. Manchester

Associate Professor

PhD, Stanford University

Areas of Interest: Human capital, employer-provided training, retirement plans, worker mobility, work-family practices

Pri P. Shah

Associate Professor

PhD, Northwestern University

Areas of Interest: Group goal setting, negotiation, procedural justice, social networking, ultimatum bargaining

Aaron Sojourner

Associate Professor

PhD, Northwestern University

Areas of Interest: Human capital, personnel economics in education, labor unions

Connie Wanberg

Professor and Industrial Relations Faculty

Excellence Chair

PhD, Iowa State University

Areas of Interest: Expatriate readjustments; mental health/re-employment of out-of-work individuals, antecedents of effective mentoring programs

Mary Zellmer-Bruhn

Associate Professor

PhD, University of Wisconsin, Madison

Areas of Interest: Team composition and its effects including cultural diversity and knowledge variety; shared cognitive structures among team members; knowledge recognition, integration and action by team members; teams in entrepreneurship; teams in healthcare; and charter school boards

Le "Betty" Zhou

Assistant Professor

PhD, University of Florida

Areas of interest: Leadership, work groups and teams, workplace training and development