



Max M. Fisher College of Business

DEPARTMENT OF MANAGEMENT AND HUMAN RESOURCES

PHD SPECIALIZATIONS IN HUMAN RESOURCES AND ORGANIZATIONAL BEHAVIOR

Max M. Fisher College of Business

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The faculty in the Department of Management and Human Resources at The Ohio State University Max M. Fisher College of Business actively research and teach in five major areas: entrepreneurship, human resources, international business, organizational behavior and strategy.

PHD SPECIALIZATION IN HR

The **HR specialization (HR)** focuses on understanding how work organizations can perform more effectively by better management of human resources. HR research aims to understand, identify and improve the effectiveness of HR practices domestically and abroad in the various functions and activities carried out as part of HR, and to determine the optimal fit between these practices and organizational strategies, cultures and performance. Major topics include recruiting, employee selection, performance management, learning, training and development; total rewards (compensation and benefits), and strategic human resource management. Fisher faculty study HR from multiple theoretical perspectives, a wide variety of research methods, and at the individual, team or group, organizational and cross-levels of analysis.

PHD SPECIALIZATION IN OB

The **OB specialization (OB)** focuses on understanding individuals and groups within an organizational context. OB researchers study the attributes, processes, behaviors and outcomes within and between individual, interpersonal, group and organizational levels of analysis. Major topics include individual characteristics and processes (personality, motivation, emotions), interpersonal processes (trust, social exchange, networks), group/team characteristics and processes (diversity, cohesion, conflict), organizational processes and practices (leadership, work design, socialization), contextual influences (culture, climate), and the influence of all of the above on individual, interpersonal, group and organizational outcomes (performance, creativity, stress and turnover).

FISHER'S OB/HR PHD PROGRAM



best PhD program in human resources, 2018
humanresourcesmba.net



in faculty citations in management textbooks, 2019
<https://doi.org/10.5465/amle.2017.0488>

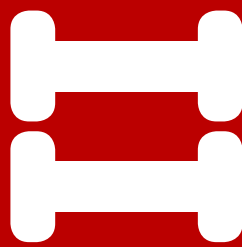


in research productivity among all U.S. business school management departments, 2014-2018
tamugarankings.com

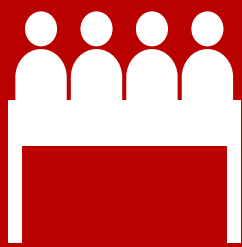
THE OHIO STATE UNIVERSITY



Offers one of the most extensive library systems in North America



Provides state-of-the-art facilities for living, dining and staying fit



Is home to more than 1,000+ student organizations

CITY OF COLUMBUS



25 Fortune 500 companies and 56 Fortune 1000 firms



14th largest city in the United States

World-Class Thought Leaders

For more than a century, students and organizations have turned to Fisher’s award-winning faculty for cutting-edge research and evidence-based insights.

These world-renowned thought leaders are dedicated to creating knowledge to help organizations face today’s challenges, and developing the next generation of scholars who will positively impact their profession, communities and the world.

Our faculty are leading researchers in their fields and inspirations in the classroom.
Of the 13 current tenure track OB/HR faculty:

- All have received awards and/or funding in recognition of their impactful research
- Nine have received awards for their teaching excellence
- Nine have been elected by their peers to leadership positions in professional organizations
- Seven are serving, or have served, as editors or associate editors of major academic journals (Hu, Jiang, Klein, Menon, Noe, Tepper, Wilk)
- Four are Academy of Management and/or the Society for Industrial/ Organizational Psychology Fellows and have over 10,000 Google Scholar citations each (Judge, Klein, Noe, Tepper)
- One has published more top-tier articles than anyone else in the field, has over 100,000 citations, has been named the most influential researcher in the field, and has received a prestigious PhD mentoring award (Judge)

FACULTY AREAS OF EXPERTISE

Ben Campbell
Strategic Human Capital
Employee Mobility and Entrepreneurship
Internal and External Labor Markets

Tracy Dumas
Diversity
Groups/Teams
Personal/Professional Life Interface

Jasmine Hu
Prosocial Leadership in Teams
Team Motivation and Effectiveness
Personality and Individual Differences

Kaifeng Jiang
Strategic HRM
Organizational Climates
HR Analytics

Tim Judge
Leadership
Job Attitudes
Personality

Kate Keeler
Research Methods
Music in the Workplace
Employee Well-being

Howard Klein
Workplace Commitments
Employee Motivation
New Employee Onboarding

Tashlin Lakhani
Strategic Human Resource Management
International Human Resource Management
Service Sector

Robert Lount
Negotiations
Groups and Teams
Trust

Tanya Menon
Groups/Teams
Culture and Decision Making
Knowledge Sharing and Networks

Raymond Noe
Informal Learning
Trainee Motivation
Mentoring Relationships

Bennett Tepper
Managerial Leadership
Employee Well-Being
Counter-Productive Work Behavior

Steffanie Wilk
Worker Mobility
Emotional Demands of Work
Pro-Social Behavior



In Our Students' Voices...



“I chose the PhD program in Organizational Behavior at Fisher because of the world-class faculty and the small size of the program. Throughout my two years, I’m confident in saying that I’ve made a good choice. The faculty here are excellent mentors who pay significant attention to PhD students and are willing to work on joint projects with us. Moreover, my PhD cohorts are all very supportive and we’ve learned a lot from each other. I am grateful to have this opportunity to work with so many recognized scholars in the field. This program is preparing me for a successful academic career in the future.”

Shuxia Zhang

BS in Management, Wuhan University, China
MS in Management, Renmin University of China



“I’ve completed two years in the program and my experience has been excellent. The professors I work with genuinely care about my success and are helping me discover my own identity as a researcher. From the very start of the program, I was treated as a collaborator and invited to work on several interesting projects. The key advantage of this program is that there are many faculty here who are recognized world-wide for their research, and yet the PhD program is kept relatively small, which provides a great opportunity for students to work with multiple faculty who are leading scholars in the field. I am glad I chose to pursue my PhD at Fisher.”

Bryce Linford

B.S. in Finance, Brigham Young University
M.A. in Psychology, University of Central Oklahoma



“I chose to attend the PhD program at The Ohio State University for three reasons. First, faculty members are well-known in the field and are highly committed to developing doctoral students. Second, the PhD program here is very structured, which offers rigorous training for doctoral students. Lastly, doctoral students are encouraged and provided with many opportunities to work with different faculty members to pursue research interests.”

Yuhan Zhan

BS in Business Administration, Ball State University
MS in Business Administration, Ball State University



"During my PhD studies at The Ohio State University, I have met many well-respected, research-active faculty members who are willing to help and who care about their students' success. The collaborative relationships between the faculty members and doctoral students are especially valuable opportunities to learn skills on how to publish. I truly believe that our program offers rigorous academic training for students to advance research ideas and to become better academic scholars.”

Seunghoo Chung

BS in Business Administration, Korea University
Master of Human Resource Management, The Ohio State University



“I chose to attend The Ohio State University Fisher College of Business because of the impressive group of faculty here. I am now completing the second year in the program and have been very satisfied with my decision. The professors actively involve me in research and really value my perspective. The doctoral program is preparing me well for my future. I am so grateful for the opportunity to be a part of it.”

Woohee Choi

BS in Technology Management, Ulsan National Institute of Science and Technology
MS in Business Administration, Seoul National University

Alumni Spotlight



Hee Man Park, PhD '17

Assistant Professor of Human Resource Management
The School of Labor and Employment Relations at Penn State

How did the OB/HR PhD program at Fisher help prepare you for that position?

In addition to being a well-organized program with clear milestones, numerous opportunities to participate in high-quality research, and a strong emphasis on learning various theoretical foundations, the program and its advisors and mentors helped formulate my development as a scholar. The faculty's commitment to academic legacy and their dedication to the success of PhD students are exceptional.

How are you developing your research identity?

I still pursue this line of research with specific focus on benefits and costs of interpersonal relationships and how HR policies (e.g. reward, training) shape social environment (e.g. leader behavior) and social capital.

What drew you to Fisher to pursue your PhD?

The excellent and highly productive faculty members, the high faculty-to-student ratio, and opportunities to learn from other departments (e.g. psychology, sociology) and top PhD programs in the U.S. Additionally, it's location in Columbus provided a great living environment in a young, fun and still-growing city!

What advice would you give to someone trying to decide among PhD programs?

Knowing your specific research interest is important, but it can change over the course of your PhD program. Learning from faculty members with diverse research interests is important, and Fisher is an ideal place to do that.

What is your favorite memory from being in the PhD program at Fisher?

There are a few: walking from Fisher's campus to my favorite coffee houses and thinking about research ideas; knocking on the doors of faculty offices to have scholarly conversations and learn their perspectives, which was both challenging and invaluable. These faculty members pushed me hard to challenge conventional wisdom, which ultimately helped me grow.



Sarah Doyle, PhD '17

Assistant Professor of Management and Organizations
The Eller College of Management at the University of Arizona

How did the OB/HR PhD program at Fisher help prepare you for that position?

Fisher's program allowed me the opportunity to learn and take classes from faculty who are not only highly prolific scholars in our field, but who are also extremely approachable and willing to provide me with hands-on learning experiences to support the program's rigorous offerings.

How are you developing your research identity?

I am energized and excited about continuing to build upon the research I started as a PhD student. I am also looking forward to gaining new insights, perspective, and methodological techniques from my colleagues at the University of Arizona. Overall, I aim to continue to conduct important and impactful work to further our understanding about how social hierarchy and status affect peoples' experiences and behaviors within organizations.

What is it about Fisher that drew you to Fisher here to pursue your PhD?

I was attracted to the program at Fisher because of the outstanding faculty who are pioneering interdisciplinary, interesting and impactful research. Also, in light of my prior work and training in laboratory research at Duke University's Fuqua School of Business, I was very impressed with the behavioral lab at Fisher and resonated with the program's commitment to conducting impactful multi-method research. What ultimately led me to join the program, however, was the approachability and collegiality of the faculty and students.

What advice would you give to someone trying to decide among PhD programs?

The factors that lead someone to thrive in a PhD program may not be the same for everyone. Try not to base your decision solely on what others have or have not accomplished coming out of a specific program, and think about the things that you need to learn and succeed. Compatibility between your working style and that of your faculty mentors can be especially important.

What is your favorite memory from being in the PhD program at Fisher?

Receiving notice that my paper with Bob Lount, Steffanie Wilk and Nate Pettit was accepted for publication ranks high as a favorite memory. The paper was based on my second-year paper, and I was so proud that all of the time and energy we dedicated to that paper paid off. I remember being outside on a run when my phone pinged and I received the email. I immediately stopped running and called my advisor, Bob, to relay the news. We were so thrilled! It was a great moment.

Financial Support

All admitted PhD students are fully funded, including a stipend and tuition costs. In addition, students receive tuition waivers, subsidized health insurance and a waiver for many program fees. Funding is provided for five years (assuming adequate progress in the PhD program, as determined by program faculty.)

UNIVERSITY FELLOWSHIP

A limited number of university fellowships are available for highly qualified U.S. and international applicants, including those who have already received their master's degrees from other institutions.

GRADUATE ASSOCIATESHIPS

If not supported by a fellowship or other external funding, students are provided a graduate associateship and paid a very competitive stipend. During most semesters, this year-long associateship involves serving as a research assistant, working closely with faculty on research projects. For two semesters during years 3 - 5, the associateship involves teaching rather than research.

ADDITIONAL SUPPORT

Students are provided with computers and software. Funds are available to support additional software and data acquisition as needed. Travel to research conferences and doctoral consortia is also supported.

Admission & Application

The PhD program is designed for full-time students. The admissions process is extremely competitive, with over 100 applications received each year for just one to three openings in the program.

Applicants are required to take the Graduate Management Admission Test (GMAT) or Graduate Record Examinations (GRE). If your native language is not English, the university requires the Test of English as a Foreign Language (TOEFL). This requirement is waived if you have a degree from an English-speaking university. All non-native English speakers who are admitted to the program are required to take the Test of Spoken English (TSE) during their first year on campus.

It is strongly recommended that applicants submit their applications by December 31 in order to be considered for admission the following year.

Learn more

go.osu.edu/FisherPhDPrograms

Apply online

go.osu.edu/FisherPhDApp

Questions?

Contact Professor Howard J. Klein, PhD OB/HR program director

614-292-0719

klein.12@osu.edu