

Business Administration/Human Resource Management and Organizational Behavior PhD

FOX SCHOOL OF BUSINESS AND MANAGEMENT

Learn more about the Doctor of Philosophy in Business Administration.

About the Program

The PhD in Business Administration program, with a concentration in Human Resource Management and Organizational Behavior, engages the student in advanced research and scholarship. The primary emphasis of the program is to prepare future faculty members for successful academic careers.

Time Limit for Degree Completion: 7 years

Campus Location: Main

Full-Time/Part-Time Status: Full-time study is required.

Accreditation: The PhD in Business Administration program, with a concentration in Human Resource Management and Organizational Behavior, is accredited by the Association to Advance Collegiate Schools of Business (AACSB International).

Job Prospects: The program is primarily dedicated to producing well-trained researchers who will work in academic positions.

Non-Matriculated Student Policy: Non-matriculated students are not permitted to take doctoral courses.

Financing Opportunities: Typically, all PhD students receive financial assistantship in the form of full tuition remission and a stipend in return for offering services as a Research Assistant (RA) or Teaching Assistant (TA). The level of support is based on the concentration, the applicant's qualifications, and other competitive considerations. Students may also receive remuneration for conference travel, publications and academic achievement.

Admission Requirements and Deadlines

Application Deadline:

Fall:

Applications must be submitted AND complete (i.e., all required materials must be received and verified by Fox Staff) by Dec. 5 to be considered. Applications received after this deadline are reviewed on a case-by-case basis and dependent on availability.

APPLY ONLINE to this Fox graduate program.

Letters of Reference:

Number Required: 2

From Whom: Letters of recommendation should be obtained from evaluators, typically college/university faculty or an immediate work supervisor, who can provide insight into your abilities and talents, as well as comment on your aptitude for graduate study.

Master's Degree in Discipline/Related Discipline: A master's degree is not required, but preferred.

Bachelor's Degree in Discipline/Related Discipline: The equivalent of a four-year U.S. baccalaureate degree from an accredited university or college is required. For three-year degrees, mark sheets must be evaluated by WES or another NACES organization.

Statement of Goals: In 500 to 1,000 words, describe your specific interest in Temple's program, research goals, career goals, and academic and research achievements.

Standardized Test Scores:

GMAT/GRE: Required. GMAT scores are preferred. Test results cannot be more than five years old. Although the applicant's test score is an important factor in the admissions process, other factors, such as the ability to conduct research as demonstrated by academic research publications and whether your indicated research interests match with those of our faculty, are also taken into consideration.

Applicants who earned their baccalaureate degree from an institution where the language of instruction was other than English, with the exception of those who subsequently earned a master's degree in a country where the language of instruction is English, must report scores for a standardized test of English that meet these minimums:

- TOEFL iBT: 90
- IELTS Academic: 7.0
- Duolingo: 110
- PTE Academic: 68

Resume: Current resume or CV required.

Program Requirements

General Program Requirements:

Number of Credits Required to Earn the Degree: 48

Required Courses:¹

Code	Title	Credit Hours
Core HR Management and Organizational Behavior Seminars		
HRM 9001	Managing Human Resources	3
HRM 9005	Seminar in Functional Human Resource Management	3
HRM 9006	Doctoral Seminar in Meta-analysis and Research Synthesis Methods	3
HRM 9011	Pro-Seminar in Human Resource Management and Organization Behavior ²	3
HRM 9021	Current Readings in Human Resource Management and Organizational Behavior	3
Theory and Research Methods Courses		
BA 9001	Organizations and Management Theory	3
BA 9002	Scientific Inquiry-Management Research	3
BA 9003	Seminar in Organizational Behavior	3
BA 9207	Quantitative Research Methods II	3
BA 9208	Quantitative Research Methods III	3
PSY 8011	Graduate Statistics I	3
STAT 8112	Statistical Methods for Business Research I	3
Any other methods course ³		3
Elective		
Select one from the following: ⁴		3
BA 9183	Directed Study in Business	
MKTG 9005	Seminar in Judgment and Decision Making	
Research Courses⁵		6
BA 9994	Preliminary Examination Preparation	
BA 9998	Pre-Dissertation Research	
BA 9999	Dissertation Research	
Total Credit Hours		48

1

Students require approval from their mentor and the Concentration Director for all course selections, including those dropped and/or added.

2

Students take HRM 9011 for a minimum of three credits, but may elect to take it for a total of six credits. Those who choose to complete the course for only three credits must substitute a three-credit elective for the remaining credits of HRM 9011.

3

Course selection must be approved by the Concentration Director.

4

The program of study may be individualized to a significant degree for the student's best professional and scholarly development. With approval from the Concentration Director, students may substitute another content/theory course that is relevant to their research program.

5

Of the 6 required research credits, a minimum of 2 credits of BA 9999 must be taken. The other 4 credits may be taken in any combination of BA 9994, BA 9998, and BA 9999. Given that 6 credits constitute the minimum requirement, additional credits may be needed to fulfill the degree program's culminating experiences. Doctoral students must maintain continuous enrollment from matriculation to graduation.

Culminating Events: Students are expected to complete formal coursework within five academic terms. They then spend the remainder of the program working toward successful completion of these programmatic milestones:

- A first- and second-year research paper
- A comprehensive examination requirement
- A dissertation proposal and defense
- A final dissertation and defense

Contacts

Program Web Address:

<https://www.temple.edu/academics/degree-programs/business-administration-phd-bu-ba-phd>

Department Information:

Fox School of Business and Management
1801 Liacouras Walk
701 Alter Hall (006-22)
Philadelphia, PA 19122
foxinfo@temple.edu
215-204-5890
215-204-7678
Fax: 215-204-1632

Submission Address for Application Materials:

<https://apply.temple.edu/FOX/Account/Login>

Department Contacts:

Admissions:

Fox PhD Admissions
foxphdo@temple.edu

Concentration Director:

Dr. Brian Holtz
342 Alter Hall
tue84905@temple.edu
215-204-6871

PhD Managing Director:

Dr. Crystal Harold
crystal.harold@temple.edu
215-204-2425