

# The IO Infoline

## Fall 2016



### A Message From Your Program Coordinator: Eric Marcus, Ph.D.

Let me take this opportunity to welcome our relatively new members to the MAIOP program, and to welcome back our returning students. I have had the opportunity to meet some of you and look forward to meeting even more of you as the second half of this semester unfolds. Please take the opportunity to stop by my office in Harugari, 310, or give a call (x1242), or make an appointment.

Over the summer, Brooke Call has worked on matching returning students with new students and we hope this informal mentorship program is providing a useful source of connection and support for all who are participating. Lauren Riley has taken over the duties of Cassandra as Graduate Assistant for the program. She is usually in her office in Harugari 207 on Tuesdays, Wednesdays and part of Thursdays.

I want to remind the newest members of our community that that you should be taking mostly

required courses this spring. For full time students, if you are taking three courses this semester, you should register for four courses for spring.

If you need advisement, please do not hesitate to contact me or another I/O faculty member to set up a time to meet. We are here to assist in this. For those interested in the Internship Program Option, there will be a mandatory meeting on January 25, 2017 4:00pm to review the logistics and share best practices in finding and having a meaningful internship experience. Stay tuned for further details and room location.

As I begin this year, my third as Program Coordinator, it is exciting to witness the growth and development of last year's incoming students as they begin to prepare to take their knowledge and professional skills out into the world. Those who worked at internships over the summer came back in the fall as mature professionals, perhaps a little impatient about being back in school after getting a taste of professional life.

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Nonetheless, I urge both new and continuing students to view your course work and outside professional activities as learning opportunities, en route to becoming the most effective professional you can be.

Now, a few words about our Community: the MAIOP program enjoys a solid reputation among area employers. MAIOP alumni are spread throughout much of the country and even throughout the world. A community is only as strong as its members. You are a de facto member of this community, you are part of the MAIOP student body: it is not small, but it is selective. Soon, some of you will join

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the influential network of MAIOP Alumni.

Our community can grow and be even more vibrant only with your active participation... joining campus leadership groups like the UNH SHRM chapter, IOPACT or Graduate Student Council, attending professional meetings such as the area SHRM Chapter: HRACC, attending national conferences, (SIOP, ATD, ODN, SHRM), writing a short piece for the next issue, etc. Connecting with alumni and your fellow students for work or fun all contribute to the development of this community.

Opportunities abound to develop your professional network by attending monthly meetings of local chapters of SHRM,

HRACC (Human Resource Association for Central CT), ATD (Association for Talent Development), (ATDSCC), ODNNY, Metro, and others. Lauren keeps the Google calendar current with the dates of upcoming meetings and events. It will only help as you think about internships or professional opportunities after graduation. If you have any questions about these organizations, there are websites listed in one of the enclosures from your folder received at our orientation back in August. Any I/O faculty member can also answer your questions about these different organizations and others.

I look forward to seeing you at different formal and informal events on campus and off, throughout the semester.

## Save The Date

<b>Fall Break</b>	October 25 <sup>th</sup> - 26 <sup>th</sup>
<b>Registration for Spring Classes</b>	October 31 <sup>st</sup>
<b>Graduation Application Deadline- May Graduates</b>	November 13 <sup>th</sup>
<b>Thanksgiving Break</b>	November 23 <sup>rd</sup> - 27 <sup>th</sup>
<b>Mandatory Internship Workshop for 1<sup>st</sup> year students</b>	January 25 <sup>th</sup>

## Tips and Advice

**Jennifer DeFonzo**

"Try your best at everything you do, whether in your classes, at your internships, or assistantships. You never know where you will make connections that could land you a career in the future."

**Derek Burns**

"Pace yourself. Keep up with your reading and give yourself extra time to do your assignments. Your grade will thank you for it!"

**Brooke Call**

"It's easy to compare yourself to your peers in an environment where we are competing for internships and jobs, but if you aren't focusing on your personal growth and development you might forget what's really important to you. Focus on your own strengths and weaknesses, learn from them, and figure out what you want for a career without outside influence."



## Alumni Spotlight Alex Eskandari, Class of 2016

### Current Employment

I currently work at The Hartford and I am part of the Human Resources Leadership Development Program. This is a rotational program where I am rotating through different departments in Human Resources every 6-8 months for three years. I am doing my first rotation in Talent Acquisition, University Relations where I am recruiting college students for our Early Career Leadership Development Program. I accepted this position before graduation; I graduated in January 2016 and accepted this position in early November.

### Previous Internships

I interned at Yale University as a Career Development and Staffing Intern where I expanded my knowledge on the recruiting process and building out social media. I was also an HR intern at an IT Consulting Firm where I gained a deeper understanding on talent management systems, applicant tracking systems, and recruiting.

### Involvement in MAIOP Program

I was part of SHRM on campus- in charge of reaching out to speakers and setting them up for students. I really wanted to learn about what the SHRM chapter wanted exposure to and how I could bring diverse content within the speakers. I was able to do so by asking in the beginning of the year and getting feedback. I was also part of the national SHRM chapter where I was able to stay up to date on the current HR trends.

### Favorite UNH Course

I had many that I loved, but if I had to choose my favorite course it would be Negotiation and Mediation with Dr. Marcus. This class was very hands on and we were able to practice different scenarios of negotiating and mediating which put the content we learned into perspective.

### Advice for Students

My best advice regarding internship and for students is to realize that you will definitely get one and not to get nervous! The program has awesome professors and advisors who really care about students and want them to get into internships that will give them valuable experience. The Career Development Center at UNH is a great help as well and have a high success rate in helping students get internships/jobs!

My best advice would be to look for a company that fits you best when you are you in the job searching process. Finding a company where you truly enjoy the culture and are aligned with their mission and vision as an employee is extremely important. When I was looking for a job, I made sure even before I was interviewing, that I was able to connect with someone who worked at the company (whether it was at a career fair or doing my own research on the best contact).

Lastly, recognize what you have to offer. Getting your Masters is a big accomplishment, *so gather what you know your strong skill sets are and try and learn what you need to work on!*



## MAIOP Student Research Spotlight

Jung Cheol Cha

*Graduate Thesis*

Melissa Tempio

*AoM Annual Conference*

Hamsa Suresh

*SIOP Conference*

### The Relationship Between Personality Traits and Safety-Related Behaviors By: Jung Cheol Cha

I have been working for the Korea Occupational Safety and Health Agency for 17 years, and my interests include industrial accident prevention and work engagement. Based on my personal interest, my thesis topic examines *the relationship between personality traits (Big-Five) and safety-related behaviors with the moderating effect of work engagement in an industrial setting in Korea*. I have been taking each step of the thesis-writing process, including IRB approval, literature reviews, selecting measurements and implementing surveys with the advice of Dr. Amy Nicole Baker.

My research sample was 400 workers in Korea, and paper surveys were conducted to gather information on personality traits, work engagement, safety performance, safety outcome, and demographic information. This research includes 7 hypotheses and 1 research question. A few of the research hypotheses are as followed;

1. Agreeableness is positively related to safety-related behavior
2. The relationships between personality traits and safety outcomes are mediated by safety-related behavior.



3. Work engagement will moderate the relationship between agreeableness and safety performance such that the higher the work engagement is, the stronger the positive relationship between agreeableness and safety performance.

I have just finished data collection and am looking forward to analyzing data soon. I will use correlation, hierarchical multiple regression, moderated multiple regression, and mediation analysis to analyze the collected data.

I know that writing a thesis is not easy work at all, and, sometimes, it is painful. However, I am enjoying it because I know that it is a valuable opportunity for me to integrate all the knowledge that I have learned from this program. I hope that I can obtain meaningful results from my thesis so that I can contribute to reducing occupational accidents and injuries in my country.

## Presentation at the 2016 Academy of Management's Annual Conference

### Melissa Tempio:

This past August, I had the opportunity to attend the Academy of Management's Annual Conference in Anaheim, California as a result of the work I've done as Dr. Amy Nicole Baker's research assistant. I have worked on a variety of projects including studying the public perception of workplace sexual harassment/romance scandals. For this project, I did an intense search for these scandals and coded each incident for a breadth of variables such as whether the harassment/relationship was hierarchical or extramarital, its duration, and date of the newsbreak.

David King, the lead researcher, presented preliminary results at the Academy of Management Annual Conference while I fielded many questions on data collection, sample size, and method. In addition, I got to attend paper sessions and symposia throughout the conference.

Some topics included paradoxes for women in leadership; dignity, diversity, and humanism in organizations; cognitive and social elements of ethical and unethical behavior; corporate malfeasance; and causes and consequences of invisibility at work. Overall, the conference was a great learning experience and a small look into the future of the I/O field.

## A night off work! MAIOP Psychology Party September 16, 2016



## SIOP 2016 Annual Conference: Hamsa Suresh

This past April I joined approximately 4,000 I-O psychology researchers, practitioners, students, professors and leaders at the Hilton Convention Center in Anaheim, California for the 31st annual conference of SIO. And wow, there was a lot going on!

The first day of the conference began as a whirlwind of intellectual energy at the Hilton. More than 30 conference rooms were almost constantly packed with poster presentations, panel discussions, communities of interests and other events. I attended sessions on recent trends in Performance Management, advances in understanding Workplace Conflict, an interactive discussion about transitioning from an I-O Grad Student to a Professional, and a session on global perspectives on leadership. I ended the day by attending the International Reception, where I had the opportunity



SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

to network with I-O Psychologists from Australia, Europe and other countries.

My favorite event on the second day was an interactive panel discussion on the Talent War, and Hiring Practices in the Silicon Valley; the panel consisted of IO psychologists & People Scientists from Twitter, Facebook and LinkedIn.

On the third and final day, I had the opportunity to attend two of the coolest sessions at SIOP. One was a forum on Long-Duration Space Teams led by I-O researchers that work at NASA. We were offered updates on the latest research regarding how I-O Psychology is advancing efforts to promote team cohesion among astronauts for NASA's 2030 planned trip to Mars! The other session was a panel discussion about Entrepreneurship in I-O, meant for aspiring I-O entrepreneurs interested in leaving the pack and starting their own consulting practice. Turned out one of the panelists was based in CT and had the same interests as me, and we got on like a house on fire! The SIOP conference ended in style with the senior VP of People Operations at Google as the keynote speaker, followed by a celebratory closing reception.

Through this experience I got the opportunity to attend professional development sessions, network with I-O psychologists from all over North America, interact directly with leaders in psychometric testing like Hogan Assessments, explore emerging trends in our field, connect with alumni from our MAIOP program, and of course, indulge in a quick getaway to sunny California in the midst of our cold Connecticut spring was invaluable! Attending the SIOP conference has broadened my understanding of our field on a global level. Behind all of the articles and books that we read as students, there are people who dedicate their lives to making the workplace a better place for people. If there's one piece of advice I give, it's to go to SIOP it's a worthy investment that will pay off! I'm already looking forward to the next one in Orlando, Florida in April 2017!



Photo from left to right: Cassandra Neilson, James Carobet, Hamsa Suresh and Alexander Clarke

## Spring 2017 Course Schedule

### PSYC 6609 Research Methods:

Prerequisite: PSYC 6608. Introduction to analytic concepts pertinent to sampling techniques, research design, variable control, and criterion definition. Basic problems of measurement, research paradigms, sources of error in research implementation, problems of variable identification and control, and consideration of the logic of inference.

Monday 12:15-2:55pm  
*Whitson*  
Tuesday 12:15-2:55pm  
*Baker*  
Thursday 6:00-8:40pm  
*Reynolds*

### PSYC 6612 Consultation Seminar:

An examination of the consultation process. Includes the role of the consultant, stages of consultation, the development of consulting skills, and political/ethical issues. Different approaches to consultation practice are analyzed, along with their associated interventions.

Thursday 6:00-8:40pm  
*Morris*

### PSYC 6620 Industrial Psychology:

Prerequisite: PSYC 6608. This course provides an overview of the theories and frameworks of industrial and organizational psychology as applied to human resource practices. Attention is given to the dual perspectives of the organization and the individual and linkages between an organization's people practices and strategic objectives. Emphasis placed on how the changing nature of work creates new challenges in the human resources arena. Topics include areas such as strategic human resources management, EEO law, human capital planning, job analyses and competency modeling, performance management, employee development and training, and compensation/reward systems.

Monday 6:00-8:40pm  
*L'Heureux*  
Wednesday 12:15- 2:55pm  
*L'Heureux*

### PSYC 6626 Worker Well Being:

Graduate psychology students or permission of instructor. This course provides an overview of the frameworks, theories, critical issues, practices and policies associated with worker well being. The study of worker well-being concerns the application of psychology to improving the quality of work-life by promoting the physical and psychological health of workers. Course topics include work-life integration, alternative employment schedules, dual-career relationships, antecedents, moderators and consequences of work stress, and organizational interventions to facilitate the health and well-being of the workers in organizations. This course is designed to prepare students with specialized knowledge and practical tools to identify and manage contemporary workplace issues, and employment trends that impact the well-being of workers in the 21st century.

Saturday 9:00am-4:00pm  
Face-to-Face Dates:  
February 4, 11 & March 4  
*L'Heureux*

## PSYC 6640 Motivation & Morale:

Prerequisite: PSYC 6619. The meaning of work, theories of motivation, values and expectations, performance and reinforcement, job satisfaction and motivation, pay as an incentive, interventions to increase work motivation.

Wednesday 6:00-8:40pm

*Baker*

Thursday 12:15-2:55pm

*Wysocki*

## PSYC 6641 Personnel Development & Training:

Current training and development techniques are reviewed including the construction of learning objectives, modules of instruction development, and evaluation. In addition, organizational interventions including coaching, project management and the diagnosis of organizational needs are covered. Additional topics may include strategic training, conducting training needs analysis, determining if training is a useful solution, creating a training design document, Instructor-led training, e-learning, behavior modeling, on-the-job training, individual development plans & action learning.

Thursday 6:00-8:40pm

*Wysocki*

## PSYC 6642 Organizational Change & Development:

Prerequisite: PSYC 6619. This course is targeted towards those interested in internal and external consulting, as well as managers and other internal change agents in organizations. Organization change and development fosters the growth of competency in the skills necessary during all phases of the planned change process—from entry to diagnosis, to intervention, through evaluation. Organization change issues are critically examined, and case studies, exercises and assessments are utilized to better understand change from organization, group and individual levels.

Tuesday 6:00-8:40pm

*Marcus*

## PSYC 6643 The Psychology of Conflict Management:

This course will focus on the constructive management of conflict at the individual, organizational levels. Theories on the etiology of conflict as well as various conflict resolution models will be examined. Group and organizational levels. Theories on the etiology of conflict as well as various conflict resolution models will be examined. The role of communication, emotions, power and culture in the constructive resolution of conflict will also be addressed. Students will learn how to understand and manage more constructively their own personal conflicts as well as conflicts occurring at the organizational and international levels.

Friday 9:00am-5:00pm

Dates: January 20, 27,

February 10, 24 & March 10

*Marcus*

## PSYC 6645 Seminar in I/O Psychology:

Prerequisites: PSYC 6609 and PSYC 6619. An examination of the professional psychologist at work in organizations. Topics vary and may include leadership, emotional intelligence, leadership coaching, and related areas within the context of organizational effectiveness. Practitioners in different organizational settings (e.g., business, government, non profit) will provide insights into the application of psychological principles and methods.

Monday 6:00-8:40pm  
*Wysocki*  
 Friday 9:00-5:00pm  
 Dates: March 24, 31  
 April 21, 28 & May 5  
*Bhatt*

## PSYC 6660 Contemporary Issues in I/O:

In-depth investigation of topical trends and areas of concern in industrial/organizational psychology. Topics may include, but are not limited to, the impact of EEOC regulations on selection and promotion; assessment centers; the psychosocial effects of globalization, rapid technological innovation, use of human capital analytics to facilitate critical thinking about human behavior in the workplace; diversity and cross-cultural competence in the workplace. Content will be stated at the time the course is scheduled.

Friday 8:30am-3:30pm  
 Dates: March 24, 31,  
 April 7, 14, 21, 28 (no in-  
 person class, due to  
 SIOP), May 5, 12 (half-  
 day).  
*Cayer*

## PSYC 6670 Special Topics: Organizational Development in High-Uncertainty Systems:

Traditional approaches to developing organizations, groups, and individuals are highly effective when a) the problem is at least somewhat clear in advance, b) the system and its environment has at least a moderate degree of predictability to it, and c) the system and its components work in a relatively linear, cause-and-effect manner. If these conditions are not present, traditional approaches tend to not only be ineffective, they often further worsen the situation. Using principles and frameworks from Systems Dynamics and Design Thinking, this course will: a) examine the practice of OD in high-uncertainty environments and b) provide opportunities to apply practitioner frameworks to seemingly 'unsolvable' organizational challenges.

Monday 9:00am-5:00pm  
 Dates: January 23, 30 &  
 February 6, 13, 27  
*Bhatt*

## ECON 6625 Industrial Relations:

Survey of problems, strategies, and policies of management interactions with formal and informal labor organizations. Labor legislation, collective bargaining, productivity analysis, and arbitration are stressed, with emphasis on negotiating strategies and techniques.

*Date: TBA*

## MGMT 6645 Management of Human Resources:

Prerequisite: MGMT 6637 or PSYC 6619 or PADM 6601. A study of organizational practices in the management of human resources. Manpower planning, recruitment, selection, training, compensation, and contemporary problems of the field.

Tuesday 3:00-5:40pm  
*Arkoubi*  
Monday 6:00-8:40pm  
*Giangrande*

## MGMT 6663 Leadership & Team Building:

Prerequisites: MGMT 6637 or PSYC 6619 or PADM 6625. Examination of the impact of theories and research findings relevant to leadership and team building in organizations. The role of the leader and teams in organizations; the knowledge and skills required for successful leadership and team building. Assessment of one's own leadership and team building capabilities

Thursday 6:00-8:40pm  
*Albright*

## MGMT 6664 Organizational Effectiveness:

Prerequisite: MGMT 6637 or PSYC 6619 or PADM 6625. Identification of the criteria necessary for developing and maintaining effective organizations. A study of the concepts that may be utilized in the management of these criteria. Approaches that may be examined and applied to problem situations through cases and role-playing.

Online  
*Nadim*

## SOCI 6602 - Social Stratification in Community Organizations:

This course examines the pervasive effects of social stratification as they are enacted in public organizations such as schools, community centers, and human service agencies. Students will explore how their race, ethnicity, social class, gender, and sexual orientation, for example, impact the people with whom they work. The course will also investigate the theoretical underpinnings of systematic social dominance, and how students might counter this dominance in their workplaces and outside them. Students will also examine the symbiotic relationship between

Wednesday 6:00-8:40pm  
*Dr. Nancy Niemi, Yale University*

### Recommended Spring Schedule for First Year Students

1. **PSYC 6609: Research Methods\***
2. **PSYC 6620: Industrial Psychology\***
3. **PSYC 6640: Motivation and Morale\***
4. **Elective**

**\* Required Courses**