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**INDIANAPOLIS.** | ATHENS CAMPUS



M.A. in Applied Sociology - Human Resource Management



# GRADUATE PROGRAMS

M.A. in Applied Sociology -  
Human Resource Management

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Thank you for expressing your interest in the M.A. program in Applied Sociology-Human Resource Management offered by the University of Indianapolis, Athens Campus. The program leading to a Master's Degree has been designed to meet the needs of an individual who wants to gain expertise and work in one of the fastest growing fields of business, managing its most vital resource... people. Our program focuses on giving you a practical grounding in how to manage, as well as continuously develop, the people in the organization.

All classes are held at our convenient central Athens Campus near Syntagma Square. Courses are offered in the afternoon and evening to minimize conflicts for those with demanding work schedules.

We encourage you to take a closer look at our programs and we invite you to call and set up an appointment so that we may discuss your background and particular needs and how they can be satisfied.

# Applied Sociology Program Human Resource Management

The traditional approach to human resource management focuses on the perspective of the employer and management. While providing the necessary background from this point of view, we believe it is also important to understand management of human resources from the perspective of the employee as well. In this way, a synthesis is achieved and there is an opportunity to approach the various processes in business as a team with common objectives. We believe this program better prepares our graduates to be effective managers of people in organizations.

The coursework required to complete the program is designed around the development of competencies required by HR professionals. The first, is a core consisting of both classical and contemporary social theory as well as the practical application of these theories to contemporary social problems, including those encountered in organizational settings. Further practical experience is gained through the practicum, research methods and statistical analysis. The second area focuses on more of the practical aspects of human resource management including such things as reward systems and evaluation processes as well as the management of information technology. The third area encompasses the electives you can choose from to fit your interests and requirements.

Following the successful completion of this program, you will immediately be able to incorporate your practical knowledge and training in the human resource management career you have chosen. The program permits entry of students from a variety of backgrounds, providing admissions requirements are met. The program is composed of 10 courses totalling 36 credit hours that can be completed in one to two years depending on the number of classes you take per semester.



## M.A IN APPLIED SOCIOLOGY - H R M

Core Total 27 credits

Core Courses	Course ID	Course Name	Credits
	SOC 533	Classical Sociological Theory	3 credits
	SOC 536	Contemporary Social Theory	3 credits
	SOC 530	Introduction to Social Research	3 credits
	SOC 550	Practicum	3 credits
	SOC 575	Applying Sociology	3 credits
	SOC 515	Social Organization of Work	3 credits
	SOC 541	Human Resources Management I	3 credits
	SOC 542	Human Resources Management II	3 credits
	SOC 543	Management Information Systems	3 credits



## M.A IN APPLIED SOCIOLOGY - H R M

Elective Total 9 credits

Electives	Course ID	Course Name	Credits
	SOC 516	Organizational Stewardship	3 credits
	SOC 517	Employment Law & Labor Markets	3 credits
	SOC 550	Practicum	3 credits
	SOC 580	Topical Seminar in Sociology	3 credits
	SOC 585	Directed Readings	3 credits
	MBA 670	Marketing Strategy	3 credits
	PSY 523	Social & Cultural Basis of Behavior	3 credits
	PSY 536	Career Development	3 credits

# Course Descriptions

**SOC 515 Sociology of Work.** Gives the student a sociological perspective on work, its organization dynamics, and direction in modern society. Includes an overview of occupations in their historical and contemporary contexts and introduces the concepts of work motivation, job satisfaction, organizational stress, social stratification, also integration of work and leisure in mass society are examined. The major frames of reference are: theories of complex organization; the social psychology of work and self; and theories of occupation processes. (3 credits)

**SOC516 Organizational Stewardship.** One view of corporate leadership--call it the "mythical hero" model--assigns a slightly magical, "hands-off" role to top executives. Their principal contributions to the organization come from on high: nobly empowering the troops and charismatically rallying them around the vision. A more contemporary management style, however, which seeks to foster a grass-roots effort from below, requires the hands-on involvement of senior executives in order to succeed. Though diverse in its approach and arguments, the course maintains that top executives should expand their role beyond influencing how people interact--they must roll up their sleeves and get involved in the details of products, customers, and markets. (3 credits)

**SOC 517 Employment Law & Labor Law.** The labor market dictates supply and demand which determines to a large extent, where the organization will draw its "talent" from. Issues include unemployment, underemployment, heteroemployment and labor market mismatches. Labor law and other relevant regulations will be discussed. Particular attention will be paid to the Greek context for market and legal issues. (3 credits)

**SOC 530 Introduction to Social Research.** Introduction to the nature and problems of research. Emphasis is placed on the areas of design and the construction of instruments for the measurement of social data. Particular emphasis is placed on research topics related to Human Resource Management. (3 credits)

**SOC 533 Classical Sociological Theory.** Investigates the origins and history of social theory from the ancient Chinese and Greeks through the 19th century. Early sociological theorists, particularly Marx, Weber, and Durkheim, are the primary focus of the class. This is the first semester of a two semester-sequence. (3 credits)

**SOC 536 Contemporary Social Theory.** This course continues the study of social theory from the early years of the 20th century through today. It includes an analysis of critical theory, multicultural and Afro-Centric theory, feminist theory, symbolic interaction, phenomenology, and postmodernism. The course examines the relationship between social theory and social action/ social change in contemporary society. Prerequisite: SOC-533. (3 credits)

**SOC 541 Human Resource Management I.** The first of two courses surveying the specific issues, skills, competencies and techniques related to human resource management. Issues and processes are considered in the areas of HR Planning, Recruitment & Selection, Learning & Development, Performance Management and Strategic HRM. (3 credits)

**SOC 542 Human Resource Management II.** The second of two courses surveying the specific issues, skills, competencies and techniques related to human resource management issues and processes are considered in the areas of Reward Management, Employee Involvement & Empowerment, Communication, Managing Change & Conflict and International HRM. (3 credits)

**SOC 543 Management Information Systems.** A study of the application of computer hardware and software addressing the organizational need for information. The structure, development, and management of an information system, with its functional relationship to the organization, its potential effect on behavior, and the decision making tools required for successful implementation are investigated. A project investigating the unique and specific information system requirements of Human Resource Management will be completed. (3 credits)

**SOC 550 Human Resource Management: Practicum.** Practical application of classroom knowledge to an actual work situation in the field thus offering the student experiential learning in his/her chosen area. Field practica are arranged at appropriate organizations. The student is supervised by an on-site professional as well as a faculty member. A grade of Satisfactory/ Unsatisfactory will be given for the course. (3 credits)

**SOC 575 Issues in Applied Sociology-Human Resource Management.** A core course in the Master of Arts program, its focus is on the application of sociological knowledge and skills related to Human Resource Management and it emphasizes sociological theory as a framework for addressing such issues. The course is designed to expose students to the diverse setting in which sociology is practiced. It will combine extensive experiential learning with classroom discussion and lectures. (3 credits)

**SOC 580 Topical Seminar in Sociology.** Study of a particular area of sociology not covered comprehensively in one of the other advanced courses. The topic for a given semester is announced prior to registration for the semester, having been selected in response to student needs and wishes. A student may receive credit more than once for SOC 580 if a different topic is covered each time. Selected topics include Global Inequality, Small Group Dynamics, Sociology of Aging, Sociology of Health, Crisis Intervention and Stress Management, Law and Society, Grant Writing, etc. (3 credits)

**SOC 585 Directed Readings.** An arranged, variable topics class that allows students to pursue their individual research interests. Student must have completed twelve hours of coursework to enroll. No more than two directed readings courses can be counted toward the electives requirement. Prerequisite: Consent of instructor and department chair. (3 credits)

**PSY 523 Social and Cultural Bases of Behavior.** This course provides an understanding of human behavior as a function of social and cultural factors. Social psychology topics covered include social influence theory, attitude formation and change, social cognition, interpersonal perception, obedience and conformity, altruism, aggression, and stereotyping. The influence of factors such as cultural, racial, gender, and age differences on clinical practice are discussed. (3 credits)

**PSY 536 Career Development.** This course provides a broad understanding of career and lifestyle development issues addressed by professional counselors and psychologists with clients. To understand the area of career and lifestyle development, students will examine a number of topics including career development theories and decision making models; career development information resources; computer-based career information systems; and career development program planning, organization, implementation, administration, and evaluation. This course will also address the interrelationships between work, family, and other roles that are related to career development, as well as multicultural and gender issues. Additional issues such as the use of assessment instruments in career planning and decision making; career placement, follow-up, and evaluation; computer-assisted career guidance systems; and career counseling with special populations will be included. (3 credits)

**MBA 670 Marketing Strategy.** The focus is on the marketing processes and tools for building strategies which deliver superior levels of customer value and profitability. This course is designed to coincide with the professional certified marketer program of the American Marketing Association and subsequent designation exam. (3 credits)

# M.A. in Applied Sociology- Human Resource Management

## Application for Admission

For office use only:

•Application Fee Paid:.....
•GRE Score:.....
Subject:.....
•TOEFL:.....
•GPA:.....
•Transcript Received: Yes <input type="checkbox"/> No <input type="checkbox"/>

### Personal Information

Enter your full name. Please print or type:

Last Name First Name Middle Name Maiden Name

Mailing Address: Number Street City Postcode Country

ID / Passport No: Birth Date:

Business Telephone: Home Telephone:

Mobile Telephone:

Nationality:

Previous University of Indianapolis attendance:  Yes  No Dates:

Check Date of Admission desired: Semester I (Sept.) Winter Session (Jan.) Semester II (Feb.) Summer Session (Jun.)

Undergraduate GPA: Major GPA: Field of Study: Full Time Part Time

MA in Applied Sociology-  
Human Resource Management

Graduate Record Exam (GRE):  
Yes:  Date: General Exam Score: Subject Exam Score:  
No:  Anticipated Date:

### Academic Background

List chronologically every college, university or professional school you have attended whether or not credit was earned. Official transcripts must be sent directly to the HRM Business Department Chair, University of Indianapolis, Athens Campus.

Name of Institution	City / State Country	From / To	Major Field	Degree Month / Year

### Employment History

List your employment chronologically for the past 5 years. Include military service.

Name and location of Employer	Description of Work	From / To

Use the space below to provide information about your self such as honours, publications, teaching or other professional experience, academic objectives, career plans and research interests.

I hereby certify that the information given in this application is complete and accurate.

Applicant's Signature

Date

### For Office use only

(Please do not write below this line)

Reviewed by: Date:

Remarks:

## Business and/or Sociology Background

Please indicate courses and/or experiences you think will be relevant for the graduate degree you are planning for.

## Personal Statement

Name of Applicant

Date

Please write a concise essay describing yourself and your reasons for applying to this program. Describe how you developed an interest in HRM and what you hope to learn or gain as a result of your graduate studies. Indicate your academic and / or research experiences and goals. Discuss what you see as your strengths and indicate any areas for personal and professional growth.

Please use this form and attach additional sheets as needed.

### Application Checklist

- ✓ Completed Application
- ✓ Three Letters of Recommendation
- ✓ Personal Statement
- ✓ Official Transcript(s)
- ✓ GRE Results (if required; see Academic Requirements)
- ✓ TOEFL Results (if required; see Academic Requirements)
- ✓ Application Fee

Please submit your application and documentation to:

Graduate Programs Office, University of Indianapolis, Athens Campus, 7 - 9 Ypatias Street, Mitropoleos Square, Athens 105 57, Greece

Tel.: 210 32.39.740, 210 32.39.785, 210 32.36.647 - Fax: 210 32.48.502 - e-mail: graduate@uindy.gr

All admissions decisions are made by the Office of Graduate Programs at the University of Indianapolis in the United States

## Undergraduate Degree Programs

### Baccalaureate Degree Majors

Accounting  
 Communication  
 with concentrations in:  
 • Human Communication  
 • Public Relations  
 • Electronic Media  
 • Journalism  
 • Sports Information  
 Computer Information Systems  
 Computer Science  
 Criminal Justice  
 with concentrations in:  
 • Corrections  
 • Law Enforcement

Economics  
 English  
 Finance  
 General Studies  
 with special emphasis in:  
 • Music (*Piano, Violin etc*)  
 Global Leadership  
 Mental Health Counseling  
 International Business  
 International Relations  
 Management & Administration  
 Marketing  
 Operations & Supply Chain Management  
 Philosophy

Political Science  
 Psychology  
 Religion  
 Sociology  
 Sport Management  
 Sports Marketing  
 Other (*Home Campus Residency Required*)\*

### Baccalaureate Degree Minors

Accounting  
 Communication  
 Computer Information Systems  
 Computer Science  
 Criminal Justice  
 Economics  
 English

Finance  
 History  
 History of Art  
 International Relations  
 Management and Administration  
 [For Non-Business Majors Only]  
 Marketing  
 Mathematics

Operations & Supply Chain Management  
 Philosophy  
 Political Science  
 Psychology  
 Religion  
 Sociology  
 Theatre

\* *Uindy Athens students can select any other major offered at the Home Campus, including Dual Degree Programs in Physics and Engineering (Mechanical, Electrical, Computer) with Purdue University (IUPUI); transferring to the Home Campus is required for completing such majors*

## Graduate Degree Programs

### Master's Degree Programs

Executive MBA  
 with concentrations in:  
 • Finance  
 • Marketing  
 • Technology Management  
 • Organizational Leadership  
 • Global Supply Chain Management

Computer Science  
 Applied Sociology  
 Mental Health Counseling  
 Clinical Psychology

Media & Communication  
 Human Resource Management  
 English Language & Literature  
 International Relations

\* For updated information on academic majors/minors please visit our website: [www.uindy.gr](http://www.uindy.gr)



## University of Indianapolis

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**UNDERGRADUATE ADMISSIONS:** 7 - 9 Ypatias Street, Mitropoleos Square, Athens 105 57

• Tel.: 210 32.39.740, 210 32.39.785, 210 32.36.647 • Fax: 210 32.48.502 • Undergraduate Programs e-mail: [info@uindy.gr](mailto:info@uindy.gr)

**CULTURAL CENTER:** 5 Markou Avriliou / 2 Kiristou & Lysiou Street, Plaka, Athens 105 57

**TRIPOLIS CENTER:** 20 Dariotou & 1 Apostolopoulou St. (Behind Municipal Building)

**HEAD OFFICE:** 1400 East Hanna Avenue, Indianapolis, Indiana 46227-3697

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