

Workplace Interpersonal Relationships Certificate

Program Description

The Workplace Interpersonal Relationships Certificate (WIRC) is designed for those interested in learning how to navigate interpersonal relationships in the workplace by understanding the genesis of conflict and by developing strategies and mastering essential skills to address and transform conflict. Competent workers are able to embrace multiplicity of thoughts and opinions and synergize these perspectives for goal accomplishment. Consequently, this interdisciplinary certificate invites students at the undergraduate level to learn the basic principles, theories and skills for leading, creating change and transforming conflict. Overall purpose: To provide an understanding of what leads to conflict, theoretical knowledge about how to address it, and skills for living and working in a diverse society. Students will understand the "why" of potential conflict and master the skills for transforming the same.

At completion of the certificate program, students will be able to:

- understand theories, concepts, and principles surrounding the causes/ etiology of conflict.
- develop empathy in conflictual situations and be sensitive to the disparate perspectives provided by stakeholders in managing/facilitating change.
- have the ability to transform conflict and be a constructive change agent particularly in challenging work and community environments.

This undergraduate certificate program is appropriate for students from a variety of academic backgrounds and experiences who are interested in becoming effective workers and leaders in a constantly changing environment. This is a stand-alone certificate, whose required courses may be allowed as electives in some undergraduate programs. Students are encouraged to speak with their academic advisors before applying to the Workplace Interpersonal Relationships Certificate.



This program is a part of the Norman J. Radow College of Humanities and Social Sciences.

Admission, Enrollment, and Graduation Policies

Admission Requirements

This program does not have specific admission requirements beyond admission to KSU. For more information, please visit the Admissions section of the Catalog.

Graduation Requirements

Each student is expected to meet the requirements outlined in the Academic Policies: 5.0

PROGRAM REQUIREMENTS & GRADUATION

Program Course Requirements

Required Courses (10 Credit Hours)

- SOCI 3370: Strategies for Conflict Transformation: Theories and Tools
- SOCI 3374: Sociology of Work and Occupations

- CMPD 4470: Alternative Dispute Resolution
or
- POLS 4470: Alternative Dispute Resolution
or
- SOCI 4405: Applied Workplace Interpersonal Skills

Understanding Conflict Elective (3 Credit Hours)

Select one of the following:

- ANTH 3307: Cultural Anthropology
- PSYC 3355: Cross-Cultural Psychology
- SOCI 3333: Technology and Society

Conflict Management Strategy Elective (3 Credit Hours)

Select one of the following:

- LDRS 3100: Change and Conflict Leadership
- ORGC 3459: Communication and Conflict
- SOCI 3304: Social Organization

Program Total (16 Credit Hours)