

# Course Overview

## Bachelor of Science

### Management and Organizational Development

14 month program: 43 semester hours



- MOD 300**                      **Orientation to Adult Learning**                      3 semester hours  
The course provides a paradigm for understanding individuals within organizations. Topics covered include adult learning theory, group formation and conflict management, the work environment, and communication channels within organizations. The course also covers writing and presentation skill development.
- MOD 310**                      **Issues in Management**                      3 semester hours  
This course is about motivational theory and its application to individuals and group functioning in work and home situations. Leadership styles related to particular circumstances are analyzed. Negation is covered through readings and class practice, with an analysis of the effect of productivity.
- MOD 320**                      **A Systems Approach to Organizational Change**                      3 semester hours  
An online class that examines the formal and informal functions of organizations and analysis of agencies or organizations based on a systems model. Adult learners analyze and solve organizational problems using a step-by-step method, which will be applied to work-related independent study projects. This class serves as the springboard for the organizational research project (MOD 460)
- MOD 340**                      **Leadership**                      3 semester hours  
This course considers implications of leadership, the relation of leadership to motivation, and explores various theories of leadership. The techniques used by leaders to maintain follower compliance will also be examined; sources of power for leaders, negotiation strategies, and leaders in the context of teams and multicultural environments are also reviewed.
- MOD 350**                      **Human Behavior in Organizations**                      3 semester hours  
This course is an examination of current theory in organizational behavior including the study of interactions between and among individuals in the organizational context. Topics include organizational culture, goal-setting, performance management, stress and work-life balance, teams and power in organizations.
- MOD 360**                      **Intro to Research Methods & Analysis Using Statistics**                      3 semester hours  
Problem analysis and evaluation techniques. Methods for defining researching, analyzing, and evaluating problems in the work or vocational environments selected for an independent study project. Specific statistical information covered in the course includes identifying and measuring objectives, collecting data, working with significant levels, and analyzing variance and constructing questionnaires.
- MOD 400**                      **Human Resource Management**                      3 semester hours  
Exploration of the values and perceptions of selected groups affecting social and economic life through an analysis of policies and practices of recruitment, selection, training, development and compensation of employees. Special attention is given to Equal Opportunity and Office of Safety and Health Administration legislation through a series of case studies and simulations.
- MOD 410**                      **Quantitative Approaches to Managerial Decision-Making**                      3 semester hours  
This course is an examination of quantitative applications in management with an emphasis in management accounting and operations management. Topics include: budgeting, forecasting, cost control, financial analysis, the value-chain, cost management and total quality management.
- MOD 420**                      **Issues in Marketing**                      3 semester hours  
Principles of marketing needed by managers in all areas in order to develop and utilize effective marketing practices. Concepts of our global economy, including major social, psychological and political influences and their marketing implications considered from a manager's perspective.

