

## **B.P.S. and B.S. in Organizational Management Core Curriculum**

<b><u>Term One (24 weeks):</u></b>
HUM 301 Critical and Systematic Thinking (3 credits/6 weeks PLUS 16 hours online)
BUS/SOC 325 Organizational Theory and Design (3 credits/6 weeks PLUS 16 hours online)
BUS 343 The Manager as a Change Agent (3 credits/6 weeks PLUS 16 hours online)
BUS 309 Managerial Accounting and Finance (3 credits/6 weeks PLUS 16 hours online)
<b><u>Term Two (20 weeks):</u></b>
LIB 101 Information Literacy (1 credit/1 Saturday plus 1 weeknight)
MGT 405 Organizational Behavior (3 credits/6 weeks PLUS 16 hours online)
BUS 463 Global Leadership (3 credits/6 weeks PLUS 16 hours online)
SOC 409 Research Methods and Statistics (3 credits/6 weeks PLUS 16 hours online)
SOC 413 Research Project I (2 credits/ 1 Saturday PLUS online component and advisement)
<b><u>Term 3 (22 weeks):</u></b>
BUS 434 Business Law and Ethics (3 credits/6 weeks PLUS 16 hours online)
BUS 464 Knowledge Management (3 credits/6 weeks PLUS 16 hours online)
BUS/ECO Economics and Marketing of Management (3 credits/6 weeks PLUS 16 hours online)
SOC 414 Research Project II (3 credits/1 Saturday PLUS online component and advisement)

### Term One (24 weeks):

1. HUM 301 Critical and Systematic Thinking (3 Credits/6 Weeks PLUS 16 hours online):

This course examines the fundamental aspects of critically and systemically examining and evaluating situations, events, problems, and inter-related activities. Emphasis will be placed on the disciplined process of conceptualizing, applying, analyzing, synthesizing, and evaluating the information presented in a business problem. System and holistic thinking from a constructively critical perspective will be the prevailing theme throughout this course. However, the core objective is to be able to apply “critical system thinking” through analyzing case readings. Intellectual values such as clarity, accuracy, precision, consistency, and relevance, soundness of evidence, depth, breadth, and fairness are emphasized as suitable criteria for decision analysis and implementation. Elements of critical systems thinking include purpose, problem, assumptions, concepts, empirical grounding, reasoning leading to conclusions, implications and consequences, alternative viewpoints, and frame of reference.

2. BUS/SOC 325 Organizational Theory and Design (3 Credits/6 Weeks PLUS 16 hours online)

Students explore the concepts of organization theory (OT) and design with particular emphasis on the modern, symbolic-interpretive, and postmodern approaches to organization. Additionally, major organization forms, the development of culture and behavior, and the impact of environment will be discussed through the lenses of the three approaches. An historical overview of the development of OT is also covered. Particular emphasis is placed on a multiple perspective approach to OT as a means to understand the context of how organizations work and how best to approach an organizational assessment.

3. BUS 343 The Manager as Change Agent (3 Credits/6 Weeks PLUS 16 hours online)

The world in which organizations exist today is one that is fast-paced, functions within a global economy, and where change is inevitable. If organizations wish to succeed they cannot stand still. Large firms to small entrepreneurial start-ups find that they need to change in order to succeed and survive. This course helps to develop a better understanding of the challenges, techniques, burdens, and successes associated with initiating and implementing positive changes within organizations. This course prepares managers to successfully maneuver the challenges of positive organizational change.

4. BUS 309 Managerial Accounting and Finance (3 Credits/6 Weeks PLUS 16 hours online)

Managerial decision-making is explored from a theoretical and practical perspective as related to commonly used accounting and financial tools and processes in the global business and financial markets environment. The theoretical perspective is reviewed in the context of the determination of interest rates, as well as the term and risk structure of interest rates in the financial markets. The practical perspective occurs through the description, discussion and differences between financial management and accounting practices. Various accounting and financial tools and processes commonly used in the global business environment are introduced, discussed and analyzed. Formative concepts such as the time value of money (TVM), internal rate of return (IRR) and net present value (NPV) are reviewed in the context of commonly utilized and accepted accounting structures and practices. These formative concepts are integrated into the description, analysis and use of basic financial statements including income statements, statements of cash flow, and balance sheets as part of financial management. Ultimately, major organizational decisions will be analyzed in the context of the theoretical and practical topics covered throughout the course.

Term 2 (20 weeks):

1. LIB 101 Information Literacy (1 Credit/1 Saturday Primary) PLUS 4 hours in classroom with

2. MGT 405 Organizational Behavior (3 Credits/ 6 Weeks PLUS 16 hours online)

This course presents the foundations of the history and applications of organizational behavior. Particular emphasis is placed on organizational culture, motivation, job design, goal setting, group behavior, power, leadership, organizational structure, decision-making, and control. Students understand the connection and impact each of these elements play in the organization's effectiveness and behavior.

3. BUS 463 Global Leadership (3 Credits/ 6 weeks PLUS 16 hours online)

Students identify and evaluate ways that effective leadership can leverage a diverse organization for adaptive change and competitive advantage in globally diverse environments. They learn how to approach diversity from a management perspective in the workplace, exploring various ways that individuals can use differences to empower others in the work force.

4. SOC 409 Research Methods and Statistics (3 Credits/6 weeks PLUS 13.5 hours online)

Students become adapt in understanding the foundations of research methods, both qualitative & quantitative methods. In addition, students will identify where to use qualitative and or quantitative techniques to solve real world problems including how to analyze organizational situations. Through the application of appropriate research methodologies, techniques and fundamental concepts, students learn to perform basic theme analysis as well as basic statistical functions, apply and conduct statistical tests and analyses, including chi-square testing.

5. SOC 413 Research Project I (2 Credits/1 Saturday PLUS online component and advisement)

Term 3 (22 weeks)

1. BUS 434 Business Law and Ethics (3 Credits/6 Weeks PLUS 16 hours online)

This course explores ethical decision making in a society with changing values and an increasing international interdependence. It stresses the development and application of moral and ethical concepts to practical cases and ethical dilemmas management faces. It develops an awareness of the ethical, social, and environmental implications and consequences of managerial decisions involved in managing a firm's relationship with society, its marketplace, and employees. Special attention is given to the question: To what extent should organizations exercise social responsibility? The study of the legal environment of business includes analysis of the development and function of common and mercantile law with attention to domestic and global concerns as they influence the political, regulatory, and judicial process. Emphasis is given to the legal rights, duties, of business, while addressing basic issues such as, but not limited to, business organization and operation, agency, real and personal property, product and service liability, contracts, sales, insurance, and financial instruments.

2. BUS 464 Knowledge Management (3 Credits/6 weeks PLUS 16 hours online)

This course introduces students to the organizational and management issues surrounding the emergence of knowledge as a vital strategy in positioning organizations to achieve success within their respective industries. Students will recognize knowledge as a manageable asset of an organization and understand that organizations are complex systems that function within an ever-changing, information-rich environment.

3. BUS/ECO 419 Economics and Marketing of Management (3 Credits/6 weeks PLUS 16 hours online)

The marketing of organizational strategies are explored from an economic perspective. Marketing concepts and steps (including marketing SWOT analysis and the 4 P's) are analyzed within a team structure as students create a marketing plan for a new product and or company. In addition students study and application of the principles and tools of microeconomics (production, buying, and selling of a particular good or service and the study of supply and demand), macroeconomics (unemployment, inflation, interest rates, money supply, national economic policy, and GDP national output), and the impact of international trade in organizational decision making. From these perspectives students analyze the impact of economic factors on organizations and the influence of organizations on economic conditions, drawing on economic understanding as a resource for responding to and implementing change in organizations.

4. SOC 414 Research Project II (3 credits/1 Saturday PLUS online component and advisement)