

ORGS • ORGANIZATIONAL STUDIES

ORGS 300 • Dynamics of Group Behavior 3 Credits

Examination of the effect of group behavior and functioning on organizational effectiveness. This course emphasizes the principles of group dynamics and team performance for problem diagnosis, problem-solving, decision-making, and conflict resolution in an organizational setting.

ORGS 335 • Leadership Theory and Practice 3 Credits

Evaluation of leadership theories and practices within various sectors. Emphasis is on applying a Christian worldview to leadership practice and the development of a personal philosophy of leadership. Students cannot earn credit for both ORGS 335 and ORGS 450.

Students cannot earn credit for both ORGS 335 and BUSN 460. Students cannot earn credit for both ORGS 335 and ORGS 450.

ORGS 340 • Organizational Communication 3 Credits

Exploration of organizational communication in a 21st-century societal and technological context. This course includes the practice of persuasive, informational, and educational communication skills, using both oral and written content for organizational communication needs.

ORGS 350 • Leadership Ethics 3 Credits

Examination of the role of ethics in the workplace. Students develop a leadership approach to building an ethical organization by considering worldviews, codes of ethics, codes of conduct, and current professional dilemmas. Students apply a Christian worldview to codes of ethics, codes of conduct, and a strategic ethical plan.

ORGS 375 • Organizational Development 3 Credits

Evaluation of organizational systems, processes, policies, cultures, and structures. Students will conduct an organizational analysis, apply organizational development concepts, and make recommendations that support changes necessary to the growth and sustainability of the organization.

ORGS 400 • Leading Disruptive Innovation 3 Credits

Survey of the shifting trends and emerging issues in organizations in which leaders are challenged to innovate. Students consider the implications of sustainability of an organization's societal, environmental, and financial footprint. Students examine contemporary relevant case studies to develop innovative solutions to lead actual or imagined organizations, focusing on proactive strategies.

ORGS 420 • Human Resource Strategy 3 Credits

Key components of human resources (HR) in organizations, such as workforce planning, recruitment, selection, staffing, performance evaluation, training, and compensation. The primary focus of the course is on the leader's perspective in relation to HR functions.

ORGS 440 • Diversity, Equity, and Inclusion in the Workplace 3 Credits

Analysis of organizational structures, systems, and processes for creating a culture of inclusion and belonging. Students examine the role of leadership in shaping an equitable and inclusive culture for improving employee engagement and retention.

ORGS 460 • Leadership and Change 3 Credits

Evaluation of transformational and servant leadership approaches in a rapidly changing environment. Students examine leadership and change models for increasing organizational effectiveness and strategies for developing others.

ORGS 470 • Emotional Intelligence & Leaders 3 Credits

A study of social interaction processes and human behavior from the concept of emotional intelligence, as it focuses on intrapersonal and interpersonal attributes of the leader. Students explore the positive juxtaposition of authentic leadership, emotional intelligence, and emotional contagion.

ORGS 475 • Global Issues in Leadership 3 Credits

Exploration of global leadership challenges including how to lead in cross-cultural settings. Students evaluate the complexity of leading in global settings and methods for improving organizational culture and the human condition from a Christian worldview.

ORGS 480 • Financial Management and Resource Allocation in Orgs 3 Credits

Application of financial management and resource allocation principles for strategic decision making. Students apply financial analysis and corporate budgeting skills to maintain organizational stability, prioritize the deployment of resources, and align with organization mission and strategic goals.

ORGS 485 • Systems Thinking and Management 3 Credits

Foundations of human learning are examined, with an emphasis on experimental research and the underlying assumptions related to research. Both historical and contemporary concepts are discussed with particular focus on application to individuals, organizations, and institutions.

ORGS 490 • Organizational Leadership Capstone 3 Credits

Application of organizational leadership theories and practices for transforming organizational systems and cultures. Taking on the role of a consultant, students will use a case-study approach to identify an opportunity for improving an organization's culture or performance and present a comprehensive recommendation for enhancing organizational effectiveness.