### Program Matrix

### mASTER OF BUSINESS ADMINISTRATION IN ORGANIZATIONAL DEVELOPMENT AND HUMAN RESOURCE MANAGEMEnt

The Master of Business Administration in Organizational Development and Human Resource Management (MBA-ODHRM) program is designed to prepare students for careers in the fields of learning and development management, human resource management, business development management, organizational effectiveness consulting, and personnel training management. Students pursuing this specialization will learn about organizational development, leadership and development, international organization behavior, and enterprise resource management. Individuals who prefer working with people and developing human capital and are ready for a business management career will find this specialization worthwhile.

# Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

* Integrate human resource management theories and practices to improve organizational performance
* Construct and optimize human resource business opportunities in competitive markets
* Assess human resource business challenges and opportunities associated with the global economy, competition, change, and uncertainty
* Utilize applied research methods and business strategies to maximize business growth and development opportunities.
* Foster interdisciplinary team work and collaborative work environments
* Identify and analyze complex human resource concepts and explore alternative solutions to organizational and financial problems
* Apply critical thinking skills and proven management theories and practices to analyze, evaluate, and decide on a wide range of human resource issues
* Demonstrate effective written and oral communication skills
* Facilitate the use of appropriate technologies for inquiry and problem solving
* Measure the economic performance of organizations

# MBA-ODHRM Curricular Requirements (36 CREDITS)

##### The Master of Business Administration in Organizational Development and Human Resource Management degree requires completion of **36 semester credits** of coursework which includes 24 credits of Business Core courses and 12 credits of Organizational Development and Human Resource Management Specialization courses.

##### **Business Core Courses: 24 Credits/8 Courses**

1. **Accounting**
* ACC 501 Accounting
1. **Economics**
* ECO 518 Economics for Decision Making
1. **Finance**
* FIN 515 Entrepreneurial Finance
1. **Information Technology**
* IST 530 Management Information Systems
1. **Management**
* MGT 517 Organizational Development
* MGT 545 Strategic Management and Competitive Globalization
* MGT 553 Project Management for Professionals
1. **Marketing**
* MKT 517 Marketing

##### **Organizational Development and Human Resource Management Specialization Courses:** **12 Credits/4 Courses**

* MGT 528 Human Resource Management and Case Analysis Readings
* MGT 533 International Organizational Behavior
* MGT 542 Leadership Development in Organizations
* MGT 566 Training and Human Capital Development