

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.

Program Competencies and Learning Objectives

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

- Demonstrate the use of effective communication to assess human resource business challenges and opportunities associated with the global economy, competition, change, and uncertainty
- Construct and optimize information related to human resources to produce competitive market analysis
- Utilize applied research methods and business strategies to maximize business growth and development opportunities.
- Identify and analyze complex organizational concepts and explore alternative solutions to organizational and HR problems
- Apply critical thinking skills, ethical and legal perspectives, proven management theories and practices to analyze, evaluate, and decide on a wide range of human resource issues

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, including 24 credits of Business Core courses and 12 credits of Organizational Development and Human Resource Management Specialization Elective courses.

1. Business Core Courses: 24 Credits/8 Courses

- ACC 501 – Accounting
- ECO 518 – Economics for Decision Making
- FIN 515 – Entrepreneurial Finance
- IST 530 – Management Information Systems
- MGT 517 – Organizational Development
- MGT 542 – Leadership and Development in Organization
- MGT 545 – Strategic Management and Competitive Globalization
- MKT 517 – Marketing

2. Organizational Development and Human Resource Management Specialization Courses: 12 Credits/4 Courses

- MGT 523 – Human Factors and Team Dynamics
- MGT 528 – Human Resource Management and Case Analysis Readings
- MGT 533 – International Organizational Behavior
- MGT 566 – Training and Human Capital Development