

## 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