

# ODYN-ORGANIZATIONAL DYNAMICS

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## **ODYN 5113 The Psychology of Leadership 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Focuses on the theories, principles, and practice of leadership in organizational settings; particular focus on technologically based organizations, leading change in organizations, and leading teams. (Irreg.)

## **ODYN 5123 Survey of Organizational Dynamics 3 Credit Hours**

Prerequisite: admission to the Organizational Dynamics program or instructor's consent. Overview of theories and practices used in human resource management; project management; and knowledge management. Emphasis is on research methodologies and key theories relevant to each of the three substantive area, as well as application of general principles of each of the three areas in the workforce, considering individual, group and organizational levels. (Irreg.)

## **ODYN 5133 Teams and Motivation 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Team formation, socialization and identity, team problem solving, individual and collective motivation, conflict and power, learning and team development, and group liabilities. (Irreg.)

## **ODYN 5153 Design, Evaluation, and Statistics 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Covers applied research designs such as quasi-experimental and correlation designs; covers basic statistics, hypothesis testing, correlation/multiple regression, and quality control models. Focus will be on application of statistics in organizational problem solving. (Irreg.)

## **ODYN 5163 Applied Measurement and Analysis 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Focuses on teaching principles and practices of individual and organizational assessment, covering concepts such as validity, reliability, survey and instrument development, and characteristics of organizational data. Techniques for analyzing organizational data and conducting program evaluation will also be discussed. (Irreg.)

## **ODYN 5183 Capstone Project 3 Credit Hours**

Prerequisite: Graduate standing and ODYN 5973, or permission of instructor. This capstone project will involve real-world application of the material covered in the program. (Irreg.)

## **ODYN 5223 Performance Management 3 Credit Hours**

Prerequisite: Graduate standing or permission of instructor. Covers basic approaches to motivating and developing individuals to perform well within organizational settings; includes discussion of alternative methods for measuring and assessing individual, team, and organizational performance. (Irreg.)

## **ODYN 5233 Training and Career Development 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Overview of principles, theories, and practices of learning and development in organizations. Application of various training techniques and designs will be covered as well as roles of different organizational constituencies in employee training and development. (Irreg.)

## **ODYN 5243 Staffing, Selection, and Compensation 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Focuses on recent, state-of-the-art processes and technologies for organizational staffing, personnel selection, and employee benefits and pay. Relevant theories in these areas will be reviewed. (Irreg.)

## **ODYN 5253 Organizational Behavior, Change, and Development 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Explores theories and practices related to the planned process of changing an organization or group's culture to increase organizational productivity and effectiveness. Topics such as organizational assessment and diagnosis, continuous learning, problem solving sessions, reward systems, visioning, and empowerment will be covered. (Irreg.)

## **ODYN 5263 Human Resource Management Systems and Techniques 3 Credit Hours**

Prerequisite: Graduate standing or permission of instructor. Survey of theory and practice in primary areas of human resource management such as workforce planning, recruiting, selection and staffing, performance management, compensation, and training and development. Focuses on a systems approach to human resource management, including how aspects of HRM are interrelated, as well as strategies and technologies being used to perform various HRM functions. (Irreg.)

## **ODYN 5283 Employee Health, Safety and Wellness 3 Credit Hours**

Prerequisite: Graduate standing or permission of instructor. Focuses on health, safety and wellness issues relevant to the workplace. Individual, social, situational and environmental factors that affect workplace health, safety and wellness will be covered, including topics such as: stress and burnout; work-life conflict; workplace safety and injury prevention; legal and regulatory compliance; and workplace conflict, aggression, and violence. (Irreg.)

## **ODYN 5293 Work and Life Integration 3 Credit Hours**

Prerequisite: Graduate standing or permission of instructor. This course is designed to teach students about the interactive relationship between the family system and the work system. With the changing demographics of the workforce comes a stronger need to assess the relationship between these two major areas of life on one another. Such topics as work/family conflict, childcare issues, role conflict, marital satisfaction, and work satisfaction are covered. (Irreg.)

## **ODYN 5313 Planning Processes and Strategy Development 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Overview of principles and practices of planning and strategy development. Planning processes will be examined at micro as well as macro organizational levels; organizational strategies such as succession planning and workforce planning will be discussed. (Irreg.)

## **ODYN 5323 The Psychology and Practice of Project Management 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Focuses on strategies and steps involved in developing project proposals and work plans. Includes topics such as needs assessment, budgeting, resource utilization, managing diverse project teams, troubleshooting, and others. (Irreg.)

## **ODYN 5333 Customer Service and Market Analysis 3 Credit Hours**

Prerequisite: Graduate standing or permission of instructor. Principles, theories and applications of market analysis and customer service will be reviewed; techniques for gathering, assessing, and analyzing market and customer data will be covered; and techniques for improving customer service will be discussed. (Irreg.)

## **ODYN 5343 Organizational Communication 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Overview of theories and systems of communication in organizational settings. Various forms and effectiveness of communication as well as purposes and strategies at different organizational levels will be covered. (Irreg.)

- ODYN 5353 Global Business Practices and Ethics 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. Covers the relationship between organizations and global markets. Explores how organizational systems work together to meet global demands, system breakdowns, and assessment of organizational performance. (Irreg.)
- ODYN 5383 Emerging Topics in Project Management 3 Credit Hours**  
Prerequisite: Graduate standing or permission of instructor. In-depth examination of existing and emerging issues and problems facing project management professionals who work as internal or external consultants. May include issues such as risk management, project selection, conflict resolution, and strategic management decision processes. (Irreg.)
- ODYN 5393 Creativity and Innovation in Organizations 3 Credit Hours**  
Prerequisite: Graduate standing or permission of instructor. This course focuses on theories of creativity and its assessment at the individual, group/team, and organizational level. Assumptions and predictions of the theories will be presented and discussed. A special focus will be on the stages of creative processes and their facilitation. (Irreg.)
- ODYN 5413 Positive People Practices 3 Credit Hours**  
Prerequisite: Graduate standing or permission of instructor. Positive people practices are those practices undertaken by organizations that seek to treat five stakeholder groups (society, partners, investors, customers, and employees) as equally important to achieving the organization's vision and mission. This class will discuss a variety of positive people practices and examine diverse organizations that implement such policies effectively. (Irreg.)
- ODYN 5513 Knowledge Management in Project-Driven Organizations 3 Credit Hours**  
Prerequisite: Graduate standing or permission of instructor. This class will focus on the 3rd generation of knowledge management and do so with a project-centric strategy. It is a project-centric environment that makes knowledge management most feasible for active, growing organizations. Students will learn methods and tools they can use to bring a sense of order to organizational knowledge. (Irreg.)
- ODYN 5960 Directed Readings 1-3 Credit Hours**  
1 to 3 hours. Prerequisite: graduate standing and permission of department. May be repeated; maximum credit twelve hours. Directed readings and/or literature reviews under the direction of a faculty member. (F, Sp, Su)
- ODYN 5970 Special Topics/Seminar 1-3 Credit Hours**  
1 to 3 hours. Prerequisite: Graduate standing or permission of instructor. May be repeated; maximum credit nine hours. Special topics or seminar course for content not currently offered in regularly scheduled courses. May include library and/or laboratory research and field projects. (Irreg.)
- ODYN 5973 Proposing and Presenting Research 3 Credit Hours**  
Prerequisite: admission to Organizational Dynamics master's program. Students in the course will learn to (a) read, synthesize and summarize existing research in organizational dynamics; (b) develop a research proposal that is founded in real world problems, that is based on sound research principles, and that meets accepted standards for professional and scholarly publication. The proposal, on approval of the faculty, may serve as the prospectus for either the professional project or the master's thesis. (F, Sp)
- ODYN 5980 Research for Master's Thesis 2-4 Credit Hours**  
Prerequisite: permission of instructor. Supervised research in area agreed upon by the student and the instructor. (F, Sp, Su)
- ODYN 5990 Independent Study 1-3 Credit Hours**  
1 to 3 hours. Prerequisite: Graduate standing and permission of instructor. May be repeated; maximum credit nine hours. Contracted independent study for a topic not currently offered in regularly scheduled courses. Independent study may include library and/or laboratory research and field projects. (Irreg.)