



Management & Organizational Development

Course Overview - (45 credit hours)

Bethel's Bachelor of Science Degree specializing in Management and Organizational Development is an on-campus program with the flexibility of meeting only one night per week and studying one course at a time for 5 weeks each.

MOD 300 Introduction to Adult Learning (3 hours)

The course provides a paradigm for understanding individuals within organizations. Topics covered include adult learning theory, group formation and conflict management, the work environment, and communication channels within organizations. The course also covers writing and presentation skill development.

MOD 310 Issues in Management (3 hours)

This course is about motivational theory and its application to individuals and group functioning in work and home situations. Leadership styles related to particular circumstances are analyzed. Negotiation is covered through readings and class practice, with an analysis of the effect of productivity.

MOD 350 Human Behavior in Organizations (3 hours)

This course is an examination of current theory in organizational behavior including the study of interactions between and among individuals in the organizational context. Topics include organizational culture, goal-setting, performance management, stress and work-life balance, teams and power in organizations.

MOD 420 Issues in Marketing (3 hours)

Principles of marketing needed by managers in all areas in order to develop and utilize effective marketing practices. Concepts of our global economy, including major social, psychological and political influences and their marketing implications considered from a manager's perspective.

MOD 450 Ethical and Legal Environment of Modern Organizations (3 hours)

This course considers managerial decision-making from an ethical and legal standpoint. Topics include the application of moral philosophy to the business environment, the Constitutional basis for regulations such as teams in capitalist environments, antitrust regulation, and human rights.

MOD 430 Business, Government and the International Economy (3 hours)

This course examines the interaction between business organizations, governmental structures, and the international economic environment. Topics include governmental attempts to regulate business organizations and manage the national economy. Models of competitive production are reviewed as in the impact of global competition.

MOD 440 Strategic Planning (3 hours)

Various management planning models, techniques, and application to business cases. Concepts of strategic planning and strategic management.

MOD 410 Quantitative Approaches to Managerial Decision-Making (3 hours)

This course is an examination of quantitative applications in management with an emphasis in management accounting and operations management. Topics include: budgeting, forecasting, cost control, financial analysis, the value-chain, cost management and total quality management.

MOD 320 Systems Approach to Organizational Change (3 hours)

An online class that examines the formal and informal functions of organizations and analysis of agencies or organizations based on a systems model. Adult learners analyze and solve organizational problems using a step-by-step method, which will be applied to work-related independent study projects. This class serves as the springboard for the organizational research project.

CIS 307/3070 Management Information Systems (3 hours)

Organization and structure of management information systems: design and implementation of management information systems, evaluation of hardware and software requirements, and development of management information system policies.

MOD 360 Intro to Research Methods & Analysis Using Statistics (3 hours)

Problem analysis and evaluation techniques. Methods for defining researching, analyzing, and evaluating problems in the work or vocational environments selected for an independent study project. Specific statistical information covered in the course includes identifying and measuring objectives, collecting data, working with significant levels, and analyzing variance and constructing questionnaires.

MOD 340 Leadership (3 hours)

This course considers implications of leadership, the relation of leadership to motivation, and explores various theories of leadership. The techniques used by leaders to maintain follower compliance will also be examined; sources of power for leaders, negotiation strategies, and leaders in the context of teams and multicultural environments are also reviewed.

MOD 400 Human Resource Management (3 hours)

Exploration of the values and perceptions of selected groups affecting social and economic life through an analysis of policies and practices of recruitment, selection, training, development and compensation of employees. Special attention is given to Equal Opportunity and Office of Safety and Health Administration legislation through a series of case studies and simulations.

MOD 380 Followership (3 hours)

This course is designed to introduce students to the Followership concept. Followership has been described as the other side of leadership. Followership is premised on the notion that leaders and followers serve a common organizational purpose. Followership also explains how leaders and followers are organizational roles filled by individuals in organizations, and oftentimes individuals are both leaders and followers simultaneously.

Major Electives*(choose 1) (3 hours)

Major Elective Choices

MOD 470 Organizational Research Project (3 hours)

The Organizational Research Project is an online independent project requiring the analysis of an organization, identification of a problem or opportunity, research of previous work on the topic, and collection and analysis of data to make an informed recommendation. A comprehensive paper documenting the development of the project is required.

MOD 4350 Sales & Sales Management (3 hours)

The Selling & Sales Management course covers responsibilities and strategies associated with managing a sales force, examines selling techniques from a variety of perspectives and focuses on the creation of entrepreneurial strategies for sales force management. Gaining and understanding of selling in the contemporary business environment with a strong focus on creating and communicating value for customers and managing the buyer/seller relationship processing a key component of this course. Students engage in leadership and management techniques that enhance the success of individual salespeople and of organizations.

MOD 4450 Crisis Management (3 hours)

This course develops managerial skills in crisis avoidance, management, and recovery. Students learn how to respond to situations creating danger to organizations, their employees, and the public. Same as CCJ 4600.

MOD 4550 Business & Society (3 hours)

This course introduces a strategic social responsibility for courses that address the role of business in society. Social responsibility is concerned with issues related to values and expectations, as well as the rights of members of society. We view social responsibility as the extent to which a business adopts a strategic focus for fulfilling the economic, legal, ethical, and philanthropic responsibilities expected by all its stakeholders.

MOD 4800 Business Law (3 hours)

Business Law is a senior level course designed to provide the adult learner with an understanding of the nature of law, tort, contracts, the sale of goods, and the legal regulation of business competition. The law of ownership, forms of business, organization, commercial paper, and secured transactions may also be topics of discussion.

*128 credit hours are required to graduate with a Bachelor of Science degree. The balance of the credits needed after the major coursework is completed can be fulfilled with electives, previous transferred credit, and other advanced standing credit options. Contact your recruiter or advisor for details.