



Organizational Leadership w/Healthcare Management Concentration

Course Overview - (45 credit hours)

Bethel's Bachelor of Science Degree specializing in Organizational Leadership with a concentration in Healthcare Management is tailored to offer the convenience and flexibility of studying online. Students study one course at a time for 5 weeks each.

OL 3050 Introduction to Adult Learning (3 hours)

This course is an introduction to learning in the online environment. Topics include the learning management system, library resources, and other support mechanisms within the program.

OL 3110 Principles of Management (3 hours)

Survey course in the functional areas of management including leading, controlling, planning, and organizing in a global environment.

OL 3230 Organizational Theory (3 hours)

The course is an investigation of the theoretical models of organization and how organizations can be structured for maximum efficiency.

OL 3210 Principles of Managerial Accounting (3 hours)

This course is an introduction to concepts in accounting from the manager's perspective. Topics include cost-volume-profit analysis, costing and budgeting.

OL 3220 Principles of Marketing (3 hours)

Principles of Marketing introduce students to the 4 P's of marketing: product, price, promotion, and place, that combine to form the marketing mix.

OL 4020 Managerial Economics (3 hours)

The course is an introduction to economics from a managerial perspective.

OL 4240 Strategic Management (3 hours)

The course examines the development and deployment of strategy as a critical factor in organizational success.

OL 4250 Human Resource Management (3 hours)

The course surveys the field of human resource management in its functional areas: staffing, compensation, performance appraisal, and training. The course includes an introduction to equal employment law.

OL 3370 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.

HM 4511 Healthcare Financial Management (3 hours)

This course provides an in depth look at accounting principles as they apply to the health care environment. Topics include: the use of accounting and financial planning in healthcare organizations, planning and control, sources of revenue, financial decision making using quantitative techniques, and general financial planning for healthcare organizations. An overview of financial statements, reporting, ratios, and budgeting for health care organizations will be presented.

HM 4521 Healthcare Information Management (3 hours)

This course presents the practical use of technology in healthcare organizations and the role they fill in today's modern healthcare system. The course helps students identify the most common uses of technology in the health care environment, the processes used in the selection of technology, the application of technology to the health system, and the evaluation of technology. An overview of the role of Healthcare Information Management in health care organizations, and the use of Electronic Medical Records is presented. The role of information technology workers will be explored as it pertains to the security and privacy of healthcare information.

HM 4531 Healthcare Policy Analysis and Decision-Making (3 hours)

The emphasis of this course is the role of government in health care policy, the US health care system, costs of healthcare, and an analysis of the ethical and business implications of social welfare. Throughout the course, students will review the current trends in the delivery of healthcare and the economic and social issues associated with efforts to revise the system. Students will develop an understanding of the political, economic and social issues affecting health care organizations.

HM 4541 Human Resource Administration in Healthcare (3 hours)

This course gives the student an understanding of issues that impact human resource management in health care organizations. Topics include: physician and labor relations, recruitment and retention of professional staff and physicians, staff development, malpractice concerns, and Federal, state, and employee regulatory requirements specific to healthcare will be emphasized. Students will review quality management tools used to ensure integration of organizational strategy and continuous process improvement programs.

HM 4551 Leading Healthcare Organizations (3 hours)

This course provides students with an overview of the leadership challenges facing healthcare organizations today. Knowledge in collaboration and accountability will be a key factor in facing challenges going forward. Students will examine the servant leadership model within the context of leading change. Gaining organizational efficiencies, leading healthcare professionals, technology demands, change management, and best practices will be identified and explored. Students will correlate leadership to quality systems management and strategic planning.

HM 4561 Strategic Planning and Execution In Healthcare (3 hours)

Strategic Planning and Execution in Healthcare builds upon the skills learned in OL 4240 - Strategic Management. Students will identify and analyze the development of quality systems and execution of organizational strategies in a healthcare setting. Students will learn how quality management and strategic planning tools can be used to ensure the success of organizational strategy and continuous process improvement programs. Students will develop skills in identifying organizational barriers, developing action and prioritization plans, decision-making and change management, and the basics of how to implement and execute strategic plans in a healthcare setting.

*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.