Master of Arts in Organizational Dynamics – Course Descriptions*

Core Courses

ODYN 5113: The Psychology of Leadership
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.

ODYN 5123: Survey of Organizational Dynamics
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 areas, as well as application of general principals of each of the three areas in the workforce, considering individual, group, and organizational levels.

ODYN 5133: Teams and Motivation
Team formation, socialization and identity, team problem solving, individual and collective motivation, conflict and power, learning and team development, and group liabilities.

ODYN 5153: Design, Evaluation, and Statistics
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.

ODYN 5163: Applied Measurement and Analysis
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.

ODYN 5183: Capstone Project
Students may choose to complete either a capstone project or a Master’s thesis. The capstone project involves “real-world” application of the material covered in the program. The capstone will demonstrate the application of current theory and research in an organizational setting.

ODYN 5973: Proposing and Presenting Research
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.

ODYN 5980: Master’s Thesis
Students may choose to complete either a capstone project or a Master’s thesis. Completion of a thesis involves supervised research in an area agreed upon by the student, instructor, and faculty committee.

* NOTE: All course offerings are subject to change.
Human Resource Management (major or alternative specialization)

ODYN 5213: Job Analysis Methods and Applications
Focuses on the major theories, principals, and applications of job analysis in business and industrial settings. Topics covered include job analysis methods and tools and the application of job analysis information in human resource management functions such as personnel selection, training and development, performance appraisal, organizational development and change, workforce planning and compensation.

ODYN 5223: Performance Management
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.

ODYN 5233: Training and Career Development
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.

ODYN 5243: Staffing, Selection, and Compensation
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.

ODYN 5253: Organizational Behavior, Change and Development
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.

ODYN 5263: Human Resource Management Systems and Techniques
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.

ODYN 5273: Topics in Human Resources
Course components vary. In-depth examination of existing and emerging issues and problems facing human resource professionals who work as internal or external consultants and administrators. May include issues such as human resource costing, equal employment opportunity, downsizing, selection, training, and globalization.
Project Management (major or alternative specialization)

ODYN 5313: Planning, Processes and Strategy Development
Overview of principles and practices of planning and strategy development. Planning processes will be examined on micro as well as macro organizational levels. Organizational strategies such as succession planning and workforce planning will be discussed.

ODYN 5323: The Psychology and Practice of Project Management
Focuses on strategies and steps involved in developing project proposals and workplans. Includes topics such as needs assessment, budgeting, resource utilization, managing diverse project teams, troubleshooting, and others.

ODYN 5333: Customer Service and Market Analysis
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. Techniques for improving customer service will be discussed.

ODYN 5343: Organizational Communication
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.

ODYN 5353: Global Business Practices and Ethics
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. Overview of moral philosophies, principles and ethical practices in business and industrial settings.

ODYN 5373: Technology Management and Industrial Engineering
Overview of principles, theories and practices of industrial engineering. Will cover integrated product/service and operational process design; productivity and quality improvement; use of technology; and operations management.

ODYN 5383: Emerging Topics in Project Management
Course components vary. 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.
Information Management* (alternative specialization only)

**KM 5043: Organization of Information and Knowledge Resources**
Organization of internal and external sources of information, information services and tools, basic concepts of information storage and retrieval systems, design and structure of information systems, identification and organization of knowledge resources such as expertise, skills and competencies. Knowledge organization methods such as classification, cataloguing taxonomies and metadata, search strategies and information retrieval.

**KM 5053: Information Users in the Knowledge Society**
Information use by people in various roles, situations, and contexts, individually and in groups. Information behavior and the influence of learning and cognitive process, value systems, and situational, psychological, sociological, and political perspectives. Application of study of user information behavior to textual, graphical, and visual representation of knowledge. Includes both theoretical models and practical methodologies for study of uses and for user-centered design of information and knowledge systems and services.

**KM 5263: Organizational Learning and Learning Organizations**
Theories and models of individual, group, team, and organizational learning; creation and management of learning organization; organizational behavior and organizational culture; group team management; group team, and organizational leadership; conflict and agreement; change management.

**KM 5433: Design and implementation of Web-based Information Systems**
Design fundamentals for networked information services. Emphasis is on implementation of storage, access, and distribution, knowledge representation methods, search engines and indexing based on analysis and evaluation of current connectivity infrastructure, and characteristics and behavior of networked audiences.

**KM 5473: Document and Record Management**
The systematic capture, acquisition, processing, storage and control of documents in all formats, including their management as records throughout the life cycle from creation to final disposition. Introduction to principles, methodologies, administration, tools, and techniques in various settings.

**KM 5643: Knowledge Representation**
Approaches to representing knowledge; Conceptual foundations, sources, challenges, and dissimilar types of knowledge. The process of generation, transfer, and internalization of knowledge in the context of the decision making process. Textual, graphical, and visual representation of knowledge; knowledge-based systems, artificial intelligence, and expert systems. Emphasis is on use of knowledge representation in analysis and communication.

*Information Management courses are taught by faculty in the School of Library and Information Studies. Information Management (KM prefix) courses are often cross-listed as LIS prefix courses.*

Please send comments, questions, or suggestions to odyn@ou.edu.

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