Master of Arts in Organizational Dynamics

Overview

Graduates earning the Master of Arts in Organizational Dynamics will acquire the leadership skills needed to manage people, projects, and processes. The program will develop these skills by bringing together cutting-edge research with practical application. The program builds upon a set of core courses, which examine leadership, innovation, teamwork, and analysis. After completing these core courses, students specialize in one of two general tracks:

- Human Resource Management, or
- Project Management

Courses are delivered in a condensed format with most class meetings conducted over three weekends. The program has 36 credit hours and can be completed in 24 months. Students work collaboratively with program faculty and students to complete projects that address real organizational problems and challenges.

Candidates for the Master of Arts in Organizational Dynamics must fulfill the following requirements:

Candidates must complete two of the following three-hour core courses for a total of 6 credit hours:

- ODYN 5113 The Psychology of Leadership
- ODYN 5123 Survey of Organizational Dynamics
- ODYN 5133 Teams and Motivation
- ODYN 5173 Technology and Organizations

Candidates choosing the Capstone or Thesis options must complete the following core courses for a total of 12 credit hours:

- ODYN 5153 Design, Evaluation, and Statistics
- ODYN 5163 Applied Measurement and Analysis
- ODYN 5973 Proposing & Presenting Research
- ODYN 5183 Capstone Project
- ODYN 5980 Research Masters Thesis (at least 3 hrs)

Candidates choosing the Comprehensive Exam option must complete the following core courses for a total of 6 hours. In addition these students must also take 6 credits of guided electives to meet the 36 credit hours required for the degree.

- ODYN 5153 Design, Evaluation, and Statistics
- ODYN 5163 Applied Measurement and Analysis
Candidates must take four, three-hour major area courses (for a total of 12 credit hours) for their major requirement.

**Human Resource Management**
- ODYN 5213  
  Job Analysis Methods and Applications
- ODYN 5223  
  Performance Management
- ODYN 5233  
  Training and Career Development
- ODYN 5243  
  Staffing, Selection, and Compensation
- ODYN 5253  
  Organizational Behavior, Change and Development
- ODYN 5263  
  Human Resource Management Systems and Techniques
- ODYN 5273  
  Emerging Topics in Human Resource Management

**Project Management**
- ODYN 5313  
  Planning Processes and Strategy Development
- ODYN 5323  
  The Psychology and Practice of Project Management
- ODYN 5333  
  Customer Service and Market Analysis
- ODYN 5343  
  Organizational Communication
- ODYN 5353  
  Global Business Practices and Ethics
- ODYN 5373  
  Technology Management and Industrial Engineering
- ODYN 5383  
  Emerging Topics in Project Management

Candidates must also select an alternative specialization in an area outside their major. Students must complete two, three-hour alternative specialization courses for a total of six credit hours. Students typically choose Human Resource Management or Project Management as their alternative specialization, however, students may, with the approval of the program faculty, complete a specialization in an area not included on the program sheet.

In order to earn the Master of Arts in Organizational Dynamics, students must complete a minimum of 36 hours of graduate credit. Students must maintain a B grade average as well as receive satisfactory ratings on annual performance reviews.

Students must complete all degree requirements within five calendar years from the semester in which the first coursework is taken. If a student has not enrolled in classes for more than one major semester (Fall/Spring including summer), he or she must apply for readmission to the Graduate College and will be subject to the degree requirements in effect at the time of readmission.