ORGANIZATIONAL DEVELOPMENT

MASTER OF ARTS
PROGRAM (33 CREDITS)

The Master of Arts in Organizational Development will helps students become more effective organizational development and human resources professionals / leaders by providing a framework for understanding organizational systems and for developing system-wide strategies. Taught from a Christian worldview, the curriculum equips students with organizational development / human resources principles and practices that will serve them in their current employment and maximize their future career potential.

PROGRAM REQUIREMENTS

MOL	500	Organizational Design and Effectiveness	3 cr
MOL	501	Foundations in Leadership	3 cr
MOL	502	Research Methods	3 cr
MOL	505	Human Resource Management	3 cr
MOL	506	Conflict Resolution and Negotiation	3 cr
MOL	515	Data Analytics	3 cr
MOL	630	Strategic Planning and Organizational Change	3 cr
MOL	632	Team Building and Mentoring	3 cr
MOL	640	People and Talent Management	3 cr
MOL	655	Business Law	3 cr
MOL	690	Capstone Project	3 cr

TOTAL   **33 CREDITS**

PROGRAM STUDENT LEARNING OUTCOMES

1. Communicate in writing and through presentations and academic research that addresses critical issues of OD and HR.

2. Assess various leadership theories and models within organizations and explain the impact those theories and models have on the development of the organization.

3. Students will analyze their own leadership style and develop steps in which to more effectively work as a team, and thereby manage organizational behavior and change.

4. Define, articulate and embrace a personal philosophy of servanthood, integrity, ethics, OD and HR management that is grounded in a Judeo-Christian worldview and values system.

5. Students will demonstrate OD and HR knowledge, capabilities, and characteristics to positively impact organizations.

COURSE DESCRIPTIONS

MOL 500 Organizational Design and Effectiveness 3 credits

This course focuses on understanding organizational dynamics Christian leaders use to mobilize their people and other resources to achieve desired ministry/business results. Students will examine organizational effectiveness focusing upon the important roles of organizational design, organizational change, and leadership communication.

MOL 501 Foundations in Leadership 3 credits

This course will provide an overview of leadership theories and examine leadership from three perspectives: the personal side of leadership, leading others, and leading organizations. Particular attention will be given to personal leadership development strategies, servant leadership, and leading with a biblical worldview.

MOL 502 Research Methods 3 credits

This course examines the various research methods including quantitative, qualitative, and mixed methods. Students will be introduced to tools and resources such as the academic research jounal database used to conduct research. Graduate writing techniques including the use of the APA writing style will also be addressed.

MOL 505 Human Resource Management 3 credits

This course examines the organizational human resource function and contemporary techniques for managing human resources, giving particular attention to the manager/leader as strategic partner, employee champion, administrative expert, and change agent. Case Studies will be utilized to disucess such topics as discrimination, diversity, gender issues, generational differences, and maximizing the potential of employees.

MOL 506 Conflict Resolution and Negotiation 3 credits

This course examines the leader's role in resolving conflict as well as the negotiation skills required for organizational leaders as they relate to professional workplace settings. Students will learn negotiation skills for resolving conflict by examining research, theoy, and best practices.

MOL 515 Data Analytics 3 credits

This course examines the development and use of systems for information and knowledge management for individuals, teams, and enterprises. The transofrmative process of gathering and analyzing data to provide information which contributes to the knowledge necessary for decision support (non-financial) will be emphasized. Business analytics and tools will be reviewed including assessment methods, measurements, statstical analysis, data mining techniques, visual presentation, and critical thinking techniques for decision making. The process as well as tools will be applied to the support of daily operations within organizations and the measurement and analysis of organizational performance. Additionally, the governance of data, information, and knowledge inlcuding security will be discussed.

MOL 630 Strategic Planning and Organizational Change 3 credits

This course explores the role of leadership in leading organizational change through strategic thinking and strategic planning. Vision, mission, values, organizational culture, are emphasized. Students will aslo learn the reasons for resistance to change and to successfully overcome them and navigate the organization through the process of change. Various kinds of strategies and controls used to develope the organization's direction to achieve success are also addressed.

MOL 632 Team Building and Mentoring 3 credits

This course examines the relationship between organizational leaders and follwoers in the context of teams and mentoring. Students will learn how to effectively lead and develop teams by using team development skills and team dynamics theories. Students will also learn the important role of leaders in mentoring individuals to become effective followers and leaders.

MOL 640 People and Talent Management 3 credits

This course is based on the idea that people are at the center of God's heart and are the most valuable resource in any organization. Students will hone their ability to balance efficient organizations with intentional, people-focused management. Critical issues covered will include servant leadership, ethical management, employee development, teams, succession planning, board dynamics, and organizational culture.

MOL 655 Business Law 3 credits

This course prepares students for leadership in business by focusing upon improving legal literacy by examining the legal environment and considering potential legal issues in the business world and how law affect all aspects of business.

MOL 690 Capstone Project 3 credits

This capstone course offers students the opportunity to think critically and practically about what they have learned in the program. Students will be guided through a process to develop a final project demonstrating a mastery of program content.