



Undergraduate School  
Bachelor of Science in Organizational Management (**BSOM**)  
**120 credit hours**

**General Education Requirement**

30 credit hours

**Business Foundation**

9 Credit hours

**Electives**

30 Credit Hours

**Core Requirements**

27 Credit Hours

MGT 3640 – Organizational Communications  
MGT 3120 – Critical Thinking for Managers  
MGT 3620 – Organizational Behavior  
MGT 3220 – Leadership in Organizations  
MGT 3650 – Business Law & Ethics  
ISY 3510 – Management of Information Systems  
MGT 3210 – Managing Diversity in the Workplace  
MGT 4630 – International Business  
MGT 4620 – Strategic Management

**Academic Track**

24 Credit Hours

MGT 3610 – Human Resources Management  
MGT 4020 – Project Management  
MGT 4030 – Financial Management  
MGT 4130 – Managing Change  
MGT 4230 – Marketing Management  
MGT 4410 – Quality Assurance  
Business Electives (6 credit hours)

# Bachelor of Science in Organizational Management

## Course Descriptions

### 120 Credit Hours

#### General Education Courses – 30 Credit Hours

##### *Humanities - 12 Credit Hours*

###### **ARH 1000-Art Appreciation**

A chronological study of the visual arts from prehistory to modern day. Students will discover the visual arts as an important social force throughout history. (3 credits)

###### **\*ENC 1101-English Composition I**

This is a required general education course in college-level writing. Emphasis is placed on unified, coherent, and organized essay writing. Sentence and paragraph structure and writing fundamentals will also be reviewed. (3 credits)

###### **\*ENC 1102-English Composition II**

This is a required general education course in college level writing and builds on the foundation of English Composition I. Further development of the students' skills in composition, essay, communication, and research are included. Prerequisite: ENC 1101. (3 credits)

###### **HUE 1999-Selected Topics in Humanities**

In-depth, intensive study of selected topics in the area of Humanities. If different topics are studied, this course may be taken twice for credit. (3 credits)

###### **PSY 2012-Introduction to Psychology**

This course is designed to be an overview of the field of psychology. It provides a basic understanding of human behavior. (3 credits)

###### **SSE 1999-Selected Topics in the Social Sciences**

In-depth, intensive study of selected topics in the area of Social Sciences. If different topics are studied, this course may be taken twice for credit. (3 credits)

###### **HUM 1020-Humanities**

A basic approach to the creative ideas, works, and accomplishments of various cultures from the areas of art, drama, music, and literature. (3 credits)

###### **LIT 2411-Literature and Culture Issues**

In this course the student will delve into the basics of literature. The creation of imaginative literature will be reviewed as well as the aesthetic value. Consideration will be given to techniques and theories with the focus on practical criticism. Several genres and literary periods will be studied. (3 credits)

###### **MUL 1010-Music Appreciation**

A chronological study of music from prehistory to modern day. Students will discover music as an important social force throughout history. (3 credits)

###### **SPC 1026-Fundamentals of Speech Communication**

This course reviews the oral communication skills necessary for success in the student's personal, professional and educational settings. The student will develop appropriate communication behavior. (3 credits)

###### **SPN 1120-Elementary Spanish I**

A course designed for beginners to acquire proficiency in the basic skills of Spanish: listening/understanding, speaking, reading and writing. Emphasis is placed on vocabulary and pronunciations. (3 credits)

###### **SPN 1121-Elementary Spanish II**

A continuation of Elementary Spanish I, this course is designed to take the beginning Spanish-speaking learner to the next level. Continued emphasis is placed on listening/understanding, speaking, reading and writing. Prerequisite: SPN 1120. (3 credits)

##### *Social Sciences – 9 Credit Hours*

###### **SYG 2000-Introduction to Sociology**

An overview of society with emphasis on the relationships between human culture and the individual. It looks at cultural norms, the organization of society, human behavior in groups, social institutions, and the implications of social change. (3 credits)

###### **WOH 2012-World Civilization I**

A survey course emphasizing world civilizations from the prehistoric period to the 18<sup>th</sup> century. Discussion traces events which have shaped our cultural history. (3 credits)

##### *Mathematics/Sciences – 9 Credit Hours*

###### **CGS 1100-Computer Science**

An introduction to computer fundamentals including information processing, operation, and usage of an operating system. Applications in word processing, electronic spreadsheets, electronic filing systems are presented. (3 credits)

###### **\*MAC 1105-College Algebra**

A detailed introduction to the fundamental concepts of algebra. Topics include linear and quadratic equations, graphing, functions, inequalities, rational expressions, radicals, and system of equations. The course emphasizes critical thinking and problem solving skills. (3 credits)

###### **MSE 1999-Selected Topics in Mathematics or Sciences**

In-depth, intensive study of selected topics in the areas of Mathematics or Sciences. If different topics are studied, this course may be taken twice for credit. (3 credits)

###### **PSC 1121-Physical Science**

A general study of the common phenomena, concepts and principles selected from astronomy, physics and chemistry. (3 credits)

**\* Required**

## Business Foundation – 9 Credit Hours

### **ACC 2001-Principles of Accounting I**

An introduction to the basic principles of financial accounting with emphasis on basic accounting procedures. Analysis of income statement procedures, computerized accounting applications and the accounting cycle are highlighted. Other topics include inventories, receivables, and cash. (3 credits)

### **BUL 2241-Business Law I**

This course is an introduction to law and legal procedures from the perspective of business enterprises. Discussions relate to the proper conduct of business, the nature and source of law, courts, and courtroom procedures. (3 credits)

### **ECO 2013-Principles of Macroeconomics**

A study of basic economic concepts. Topics include the modern national income formation theory, economic fluctuations, money, monetary banking, fiscal policy, economic stabilization theory and policy, the public sector, economic growth and development, and comparative economic systems. (3 credits)

### **ECO 2023-Principles of Microeconomics**

Study of the theory of markets, price mechanism, production, distribution and resource allocation; application of marginal analysis and equilibrium theory to the price and output decisions of the individual firm in pure competition, monopolistic competition, oligopoly and monopoly; agriculture; labor, rent interest and profits theory; international trade; and the economics of change. (3 credits)

### **FIN 2000-Principles of Finance**

This course is an introductory course reviewing the creation allocation and utilization of money, and the effect of monetary policy upon individuals, business, national and international economics. (3 credits)

### **MAR 1011-Principles of Marketing**

This course deals with the distribution of goods from producer to consumer and covers such topics as market research and analysis, buying and selling, product design, pricing, promotion, transportation, competition, and the responsibilities of the marketing manager. (3 credits)

### **MGT 2021-Principles of Management**

This course analyzes the major functions of management including planning, staffing, directing, and controlling. Emphasis is placed on learning how to manage organizations. Topics include goal setting, strategic planning, decision making, and organizational structure. (3 credits)

## Electives – 30 Credit Hours Department Directed Elective Courses

## Core Curriculum – 27 Credit Hours

### **ISY 3510-Management Information Systems**

Introduction to the concepts of management information systems. Emphasis on system design. Analyze the organization in terms of its structure and information requirements. Identify major subsystems of the organization, such as requirements planning, manufacturing, human resources, etc. (3 credits)

### **MGT 3120-Critical Thinking for Managers**

Principles, procedures, and practices of good communication and their relationship to management supervision are discussed. Oral and written communication skills as well as critical thinking skills and time management planning are emphasized. (3 credits)

### **MGT 3210-Managing Diversity in the Workplace**

The course gives recognition to cultural diversity and strategies associated with workplace management. Concepts, delivery strategies, and values associated with cultural diversity are examined. (3 credits)

### **MGT 3220-Leadership in Organizations**

This course examines the skills for understanding and leading individuals and groups in attaining both personal and organizations objectives are developed. The basic concepts of motivation, control changed, team building, and developing effective relationships in diverse work environments are examined. Proactive leadership devices such as organizational development, decision-making, and influence techniques are presented. (3 credits)

### **MGT 3620-Organizational Behavior**

This course focuses on the importance of understanding behavior in organizational settings and applying scientific methods to the resolution of managerial problems and the improvement of the organization. (3 credits)

### **MGT 3640-Organizational Communications**

The role of communication in the effective management of formal organizations is studied. Contemporary communication theory as well as a set of strategies and methods helpful in analyzing an organization's ability is examined. (3 credits)

### **MGT 3650-Business Law and Ethics**

Current topics in the area of law, regulatory controls, and ethical issues and their effect on decision making are examined. Attention is given to developing critical thinking skills to make humane and informed choices in resolving managerial dilemmas which pose ethical or legal problems. (3 credits)

### **MGT 4620-Strategic Management**

This course studies contemporary models geared toward development of strategies, planning, and control of organizations. It focuses on strategic management and business policy as well as the decision making process to develop competitive organizations. (3 credits)

### **MGT 4630-International Business**

This course examines the aspects and activities of international business and offers insight into the importance of world trade among multinational organizations. The diversity among international markets is also examined. (3 credits)

## Academic Track Curriculum – 24 Credit Hours

### **MGT 3610-Human Resources Management**

A framework for the study, understanding, and application of human resources management in an organization. It includes topics such as EEO, and global human resource management. Job analysis, recruitment, performance evaluation, compensation, employee benefits and safety are also included. (3 credits)

### **MGT 4020-Project Management**

The course examines the formal and informal functions of organizations and diagnose an agency or organization based on a systems model. Student will analyze and solve problems using systematic approaches associated with project management. (3 credits)

### **MGT 4030-Financial Management**

Utilization of accounting and financial data as a managerial decision tool is discussed. Students will explore methods of measuring the financial strength and stability of organizations through financial statements, ratios, and current market data. Prerequisite: ACC 2011. (3 credits)

### **MGT 4130-Managing Change**

This course examines concepts and strategies for managing change in the business environment. Processes, procedures, and skills for managing change are also discussed. (3 credits)

### **MGT 4230-Marketing Management**

Management of the marketing function of firms. Fundamental procedures for decision-making in areas such as promotion, product research, channel selection, and pricing. (3 credits)

### **MGT 4410-Quality Assurance**

The modern management principles of the quality movement are presented. The history of total quality management, process management, and implementation of quality assurance programs in organizations are examined. (3 credits)

**Business Electives** – Department directed Electives. (6 credits)