

# MASTER OF ARTS IN THE FIELD OF ORGANIZATIONAL SCIENCES

The program emphasizes that individuals and organizations must be ready to think and act quickly and effectively. Students are prepared to analyze and solve problems by synthesizing information, rethinking processes, enhancing collaboration, sculpting organizational culture and integrating interests of diverse stakeholders. An understanding of the systems and relationships among individuals, organizations and the environment is pivotal to success. The program also focuses on a systems perspective, including aspects such as leadership, strategy, change, talent management, negotiation and relevant methodological and statistical techniques. Graduate students in organizational sciences work in managerial and leadership positions in every type of organization. Related areas include industrial and organizational psychology and organizational communication.

Visit the program website (<https://orgsciandcomm.columbian.gwu.edu/organizational-sciences-ma/>) for additional information.

## ADMISSIONS

Admission deadlines: Fall – April 1 (February 1 for fellowship consideration)

Spring – October 1

Standardized test scores: GRE general test (institutional code 5246). Waived for applicants who hold a J.D., M.D., or Ph.D.

The Test of English as a Foreign Language (TOEFL), the academic International English Language Testing System (IELTS), or the PTE Academic is required of all applicants except those who hold a bachelor's, master's, or doctoral degree from a college or university in the United States or from an institution located in a country in which English is the official language, provided English was the language of instruction.

Minimum scores for the program are:

- Academic IELTS: an overall band score of 6.0 with no individual score below 5.0; or

- TOEFL: 550 on paper-based or 80 on Internet-based; or

- PTE Academic: 53

Recommendations: Two (2) recommendations required:

**Prior academic records:** Transcripts are required from all colleges and universities attended, whether or not credit was earned, the program was completed, or the credit appears as transfer credit on another transcript. Unofficial transcripts from all colleges and universities attended must be uploaded to your online application. Official transcripts are required only of applicants who are offered admission.

If transcripts are in a language other than English, English language translations must be provided. The English translation alone should be uploaded into your application.

**Statement of purpose:** In an essay of 250 – 500 words, state your purpose in undertaking graduate study in your chosen field. Include your academic objectives, research interests, and career plans. Also discuss your related qualifications, including collegiate, professional, and community activities, and any other substantial accomplishments not already mentioned on the application.

**International applicants:** Please review International Applicant Information (<https://columbian.gwu.edu/international-graduate-applicants> (<https://columbian.gwu.edu/international-graduate-applicants/>)) carefully for details on required documents, earlier deadlines for applicants requiring an I-20 or DS-2019 from GW, and English language requirements.

**For more information on the admission process,** please visit the Columbian College of Arts and Sciences Frequently Asked Questions (<http://columbian.gwu.edu/graduate/admissions/faqs/>) page.

### Supporting documents not submitted online should be mailed to:

Columbian College of Arts and Sciences – Graduate Admissions Office  
The George Washington University  
801 22nd Street NW, Phillips Hall 215  
Washington DC 20052

### Contact for questions:

[askccas@gwu.edu](mailto:askccas@gwu.edu) ~ 202-994-6210 (phone) ~ 202-994-6213 (fax)  
8:30 am – 5:30 pm, Monday through Friday

## REQUIREMENTS

The following requirements must be fulfilled:

The general requirements stated under Columbian College of Arts and Sciences, Graduate Programs (<http://bulletin.gwu.edu/arts-sciences/#degreeregulationstext>).

36 credits, including 27 credits in required courses, 9 credits in elective courses, and successful completion of a master's comprehensive examination.

Code	Title	Credits
<b>Required</b>		
ORSC 6104	Statistics in Management, Administration, and Policy Studies	
ORSC 6209	Management Systems	
ORSC 6216	Theories and Management of Planned Change	
ORSC 6219	Managerial Economics	
ORSC 6241	Strategic Management and Policy Formation	
ORSC 6242	Organizational Communication and Conflict Management	
or COMM 6242	Organizational Communication and Conflict Management	
ORSC 6243	Seminar: Leadership in Complex Organizations	
ORSC 6245	Seminar: Organizational Behavior	
ORSC 6259	Psychology of Individual and Group Decision Making	
<b>Electives</b>		
9 credits from the following:		
ORSC 6212	Current Issues in Personnel Testing and Selection	
ORSC 6214	Personnel Training and Performance Appraisal Systems	
ORSC 6217	Productivity and Human Performance	
ORSC 6222	Theory and Practice of Compensation Management	
ORSC 6223	Collective Bargaining	
ORSC 6224	Persuasion and Negotiation	
or COMM 6150	Persuasion	
ORSC 6246	Comparative Management	
ORSC 6248	Strategic Human Resource Planning	
ORSC 6250	Leadership Coaching: Principles and Practices	

ORSC 6251	Team Coaching and Facilitation
ORSC 6295	Directed Research
ORSC 6297	Special Topics
ORSC 6298	Directed Readings
Successful completion of a master's comprehensive examination.	