ORGANIZATIONAL SCIENCES (ORSC)

Explanation of Course Numbers

- Courses in the 1000s are primarily introductory undergraduate courses
- Those in the 2000s to 4000s are upper-division undergraduate courses that can also be taken for graduate credit with permission and additional work
- Those in the 6000s and 8000s are for master's, doctoral, and professional-level students
- The 6000s are open to advanced undergraduate students with approval of the instructor and the dean or advising office

ORSC 1000. Dean's Seminar. 3 Credits.
The Dean's Seminars provide Columbian College first-year students focused scholarship on specific intellectual challenges. Topics vary by semester; see department for more details.

ORSC 1109. Introduction to Organizational Sciences. 3 Credits.
Introduction to organizations, systems theory, and organizational characteristics; structure, leadership, culture, strategy, and organizational life cycles in the context of modern and dynamic environments. Organizational theory as a tool for developing strategic thinking.

ORSC 2000. Sophomore Colloquium. 3 Credits.
Sophomore colloquia are small, seminar-type classes that deeply engage CCAS second-year students in a discipline, focus on a narrow issue of high interest and impact, and require independent research projects. May be repeated provided topic differs. See department for more details. Restricted to CCAS sophomores.

ORSC 2046. Global Organizations. 3 Credits.
The globalization of organizations as the engine for the global movement of talented and skilled professionals; the increasing focus of organizations on attracting, utilizing, and developing such individuals. Issues related to the formulation of global strategy and the leadership of global talent. Prerequisites: ORSC 1109.

ORSC 2116. Leading Change. 3 Credits.
An in-depth introduction to and analysis of concepts and techniques of leadership, including motivation, goal alignment, incentives, teamwork, and communication. Conceptual and empirical background of the management of change. Prerequisites: ORSC 1109.

ORSC 2123. Negotiation and Conflict Resolution. 3 Credits.
Theories in psychology, management, and communication as applied to individual-, group-, and organizational-level contexts of negotiation and conflict resolution. Prerequisites: ORSC 1109.

ORSC 2143. Leadership and Performance. 3 Credits.
Leadership from an organization system perspective. Theory, research, and applications pertaining to how leaders can reduce uncertainty through appropriate adaptive change. Prerequisites: ORSC 1109.

ORSC 2544. Industrial/Organizational Psychology. 3 Credits.
Psychological concepts and methods applied to problems of personnel management, employee motivation and productivity, supervisory leadership, and organizational development. Prerequisites: ORSC 1109 or PSYC 1001. (Same as PSYC 2544).

ORSC 2560. Group Dynamics. 3 Credits.
Relationship of the individual to groups, collectivities, and larger social systems. Theory, research, and applications of group and organizational processes. Prerequisites: ORSC 1109 or PSYC 1001.

ORSC 3141. Strategy in Organizations. 3 Credits.
Processes and theories of strategic management in the profit and nonprofit sectors. Analysis of behavioral, sociopolitical, and economic forces underlying strategy formulation. Strategic competitive advantage; corporate diversification; multinational corporations; evaluation and choice; and implementation of functional and corporate strategies. Prerequisites: ORSC 1109.

ORSC 3159. Extreme Decisions. 3 Credits.
Processes in organizational decision making and group behavior. Topics include group and individual decision-making approaches, decision aids and support systems, performance and decision effectiveness, and risk analysis. Prerequisites: ORC 1109.

ORSC 3165. Organizational Network Analysis. 3 Credits.
A relational view of organizations, emphasizing the ways in which business, nonprofit, public, and governmental entities engage with a multitude of actors in pursuit of their goals. Organizational embeddedness and how an organization's position in a web of relations helps or hinders it. Prerequisite: ORSC 1109.

ORSC 3190. Special Topics. 1-3 Credits.
Topics to be announced in the Schedule of Classes. May be repeated for credit provided the topic differs. Prerequisites: ORSC 1109.

ORSC 4161. Research Methods in Organizational Sciences. 3 Credits.
Fundamentals of qualitative, correlational, quasi-experimental, and experimental research design in organizational settings. Defining a research question, designing a research study, conducting and interpreting statistical analyses, and communicating results of a variety of research efforts. Prerequisite: STAT 1053 and ORSC 1109. Restricted to organizational science majors.
ORSC 4195. Independent Study. 1-3 Credits.
Opportunity for work on individual research projects. Open to
qualified students by permission; arrangements must be made
with the sponsoring faculty member prior to registration. A list
of participating faculty members and their research specialties
is available from the department. Prerequisites: ORSC 1109.

ORSC 4197. Senior Research Seminar. 3 Credits.
Capstone course limited to organizational sciences majors
in their senior year. Real world applications of organizational
research. Students work on an individually designed research
project with results presented in a major paper. Restricted to
seniors in the organizational science program. Prerequisites:
ORSC 1109 and ORSC 4161.

ORSC 4197W. Senior Research Seminar. 3 Credits.
Capstone course limited to organizational sciences majors
in their senior year. Real world applications of organizational
research. Students work on an individually designed research
project with results presented in a major paper. Includes a
significant engagement in writing as a form of critical inquiry
and scholarly expression to satisfy the WID requirement.
Prerequisites: ORSC 1109 and ORSC 4161.

ORSC 6104. Statistics in Management, Administration, and
Policy Studies. 3 Credits.
Introductory study of statistical techniques for research
problems. Restricted to graduate students in fields other than
statistics who have no previous statistics training.

ORSC 6165. Organizational and Communication Networks.
3 Credits.
The application of tools of social network analysis to
organizational settings and behavior as well as communication
processes, both within and among organizations. Restricted to
graduate students. (Same as COMM 6165).

ORSC 6209. Management Systems. 3 Credits.
An overview of theoretical frameworks, evolution, concepts,
and methods of complex organizational systems. Modern
organization theory using systems thinking and concepts.
Organizational and management systems paradigm shifts.
Problem solving and decision making, stakeholder theory,
organizational environments, organizational effectiveness.

ORSC 6212. Current Issues in Personnel Testing and
Selection. 3 Credits.
Psychometric, legal, and organizational issues in personnel
employment testing and selection, reliability and validity of
selection instruments, and the utility of selection systems. The
legal environment, including test fairness in selection, adverse
impact, and statistical models of test fairness and specific
selection techniques. Prerequisite: STAT 2104.

ORSC 6214. Personnel Training and Performance Appraisal
Systems. 3 Credits.
Management training programs and training evaluation
techniques. Performance appraisal techniques, appraisal
systems, relationship of rewards to performance and the
appraisal interview. Training and rating systems that satisfy
legal requirements and stimulate employee productivity.

ORSC 6216. Theories and Management of Planned Change.
3 Credits.
A systems view of organizational change and development,
including intervention strategies, data collection, diagnosis,
and the integration and management of system-wide
organizational change.

ORSC 6217. Productivity and Human Performance. 3
Credits.
Definitions and measurement of individual, team, and
organizational productivity, effectiveness, and efficiency.
Models for the analysis of organizational and individual
productivity and productivity growth in industrialized nations.
Techniques for increasing productivity.

ORSC 6219. Managerial Economics. 3 Credits.
Intermediate microeconomic theory; production and costs,
market structure and pricing, risk analysis, and investment
theory and capital budgeting. Students who receive credit for
this course can receive credit for only one of ECON 6217 or
ECON 6219. Restricted to graduate students.

ORSC 6222. Theory and Practice of Compensation
Management. 3 Credits.
Analysis of contemporary compensation systems from both
theoretical and practical perspectives, including the latest
decisions of courts and regulatory agencies. Examination of
motivational theories of pay, determinants and effects of salary
structures on performance, incentive plans, performance-based
compensation, and managerial compensation systems.

ORSC 6223. Collective Bargaining. 3 Credits.
Analysis of federal and state employee relations laws and
regulations. Topics include the bargaining environment, wage
and benefit issues in arbitration, arbitration of grievances,
employee relations in non-union organizations, and behavioral
theories of labor negotiations.

ORSC 6224. Persuasion and Negotiation. 3 Credits.
Theories drawn from the psychology, management, and
communication literature pertaining to core concepts of social
influence, persuasion, and negotiation. Critical assessment of
proposals within organizations that use these strategies.

ORSC 6241. Strategic Management and Policy Formation. 3
Credits.
Processes and theories of strategic management in the profit
and not-for-profit sectors. Analysis of behavioral, sociopolitical,
and economic forces underlying strategy formulation. Issues
of strategic competitive advantage; corporate diversification;
multinational corporations; evaluation and choice; and
implementation of functional and corporate strategies.

ORSC 6242. Organizational Communication and Conflict
Management. 3 Credits.
Theories drawn from the communication psychology and
management literature pertaining to core concepts of social
influence, persuasion, and negotiation. Critical assessment of
proposals within organizations that use these strategies. (Same
as COMM 6242).
**ORSC 6243. Seminar: Leadership in Complex Organizations. 3 Credits.**
The view of leadership taken in this seminar extends theories beyond the interpersonal, near-immediate time frame toward an organizational perspective in which cause-and-effect linkages are traced. The leadership role as an attribute of a system. How effective leaders reduce uncertainty through appropriate adaptive change.

**ORSC 6245. Seminar: Organizational Behavior. 3 Credits.**
Analysis of organizational behavior; emphasis on motivation and productivity. Recent research on employee attitudes, primary group, supervisory leadership, formal and informal organization, job design. Restricted to graduate students.

**ORSC 6246. Comparative Management. 3 Credits.**
International dimensions of management over a broad spectrum of topics, including cross-national transfer and management practices in a global economy; cross-cultural interaction; business-government relations; expatriation and repatriation processes; international strategic management; technology transfer; globalization of human resources management.

**ORSC 6248. Strategic Human Resource Planning. 3 Credits.**
Overview of the principles of human resource planning. Model for determining human resource requirements, including forecasting, goal setting, human resource auditing, and environmental scanning. Analysis of the interfaces between human resource planning and personnel selection, job design, training, compensation, and related functions.

**ORSC 6250. Leadership Coaching: Principles and Practices. 3 Credits.**
An introduction to leadership coaching, including behavioral sciences roots: communication and conflict resolution skills, motivation, personality and performance assessments. Coaching vs. related practice areas; business coaching vs. personal coaching. Professional and ethical standards.

**ORSC 6251. Team Coaching and Facilitation. 3 Credits.**
Application of the fundamentals and governing values of leadership coaching to the development of productive work groups and communities. The art and practice of facilitation as applied to team learning and the encouragement of breakthrough thinking and team problem solving. Prerequisites: ORSC 6242 and ORSC 6250.

**ORSC 6259. Psychology of Individual and Group Decision Making. 3 Credits.**
Examination of processes in organizational decision making and group behavior. Topics include group and individual decision-making approaches, decision aids and support systems, performance and decision effectiveness, and risk analysis. Restricted to graduate students.

**ORSC 6261. Research Methods in Organizational Sciences. 3 Credits.**
Fundamentals of qualitative, correlational, quasi-experimental, and experimental research designs. Defining a research question, designing a research study, conducting and interpreting statistical analyses, and communicating research results.

**ORSC 6262. Action Research. 3 Credits.**
A qualitative approach to action research problems. Students work with a client on an action research project and produce a research report.

**ORSC 6295. Directed Research. 1-12 Credits.**
Supervised research in selected fields within organizational sciences. Permission of the faculty advisor and instructor required prior to enrollment.

**ORSC 6297. Special Topics. 3 Credits.**
Special topics in human resource strategic planning, computer-based learning, human-computer interaction, management information technology, knowledge management, coaching, and organizational design.

**ORSC 6298. Directed Readings. 1-12 Credits.**
Supervised readings in selected fields within organizational sciences. Permission of the faculty advisor and instructor required prior to enrollment.

**ORSC 8261. Research Methods in Organizational Sciences. 3 Credits.**
Fundamentals of qualitative, correlational, quasi-experimental, and experimental research designs. Defining a research question, designing a research study, conducting and interpreting statistical analyses, and communicating research results.