ORGANIZATIONAL SCIENCES (ORSC)

Explanation of Course Numbers

- Courses in the 1000s are primarily introductory undergraduate courses
- Those in the 2000-4000s 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. Consult the Schedule of Classes for more details. Restricted to First-year students in CCAS.

ORSC 1109. Introduction to Organizational Sciences. 3 Credits.
The evolution of organizations in terms of social context and the present-day systems environment. Emerging roles of leadership, communication, and employer-employee relationships. Organizational models are used to develop strategic thinking about career and life roles.

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 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, non-profit, 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. Prerequisites: 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.

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 Limited to ORSC majors in their senior year. Prerequisites: ORSC 1109 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. Prerequisites: ORSC 1109 and ORSC 4161.
ORSC 6209. Management Systems. 3 Credits.

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 system's 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 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 & 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 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.

ORSC 6243. Sem:Leadership-Complex Organzt. 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 6244. 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 6245. 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 6250. 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. Prerequisite: ORSC 6242, ORSC 6250.
**ORSC 6261. Research Methods in Org Scienc. 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. Admission by prior permission of faculty advisor and instructor.

**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. Admission by prior permission of faculty advisor and instructor.

**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.