



## Master of Arts in Human Dynamics

Are you interested in understanding the underlying human behaviors that create and determine an organization's success? Would you like to inspire and lead change through a better comprehension of your company culture and the people who contribute to that culture? Have you wondered how the cultural diversity in work environments across the globe influences organizations? Would you like to explore successful strategies to learn how to negotiate and resolve internal and external conflicts? An MA in Human Dynamics will give you insight into human behavior in a variety of organizations, help you understand how to promote positive change management and broaden your views and the views of others, and help you create the organizational culture, style, and structure that will lead to a positive and productive workplace.

**Common Core Requirements – 9 credits**

**MA Core Requirements – 15 credits**

**Major Requirements - 15 credits**

**Credits Required for Degree: 39**

### Major Course Descriptions

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#### **ORG 630 Diversity in Organizational Settings**

This course is an introduction to the dynamics of workplace relationships in an organization characterized by a diverse workforce. Students will explore the change in US demographics, increase in globalization of businesses, and pursuit of internationalization that make it imperative for companies to implement programs for diversity awareness. Topics include the basic principles of management, planning, organizing, staffing, leading, and controlling people and operations, with a strong emphasis on application to real on-the-job situations.

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#### **ORG 640 Human Relationships in Organizational Settings**

This course focuses on the concepts of relationships in organizational settings. Building on lessons from prior courses, students will learn how to build effective relationships based on the individual and collective attributes of their respective organizations. Topics include peer, client, and supervisor-subordinate relationships. Issues of particular contemporary importance include work-life balance,

romance in the workplace, and the impact of globalization on workplace relationships.

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#### **ORG 650 Negotiation and Resolutions Strategies**

This course will explore major concepts and theories of negotiation and resolution. The course will aid the student in developing skills to manage relationships, as well as negotiation and resolution strategies. Other topics covered will include techniques for dealing with difficult negotiations and methods for identifying the impact of gender, culture, and personality on negotiation and resolution styles. Upon completion of the course, students will be better prepared to negotiate successfully in a variety of situations.

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#### **ORG 660 Dynamics of Decision Making**

This course is designed to aid in the development of decision making skills. This course will address how organizational structures affect social influence and decision making. Students are taught the general psychological principles behind decision making, individual and group decision making, decision analysis and how to apply the skills in the real-world environment.

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#### **ORG 670 Organizational Learning**

The purpose of this course is to provide a foundation of knowledge that can be used to implement or improve upon an organization's training and education program. Students will learn how to propose learning programs based on the unique cultures of their organizations, with particular emphasis on the use of the Multi-Facet Model. Case studies that describe the learning programs implemented by leading multinational corporations will be used throughout the course.