ORGANIZATIONAL SCIENCES (B.S.)

Note: If an Organizational Sciences student chooses to add Communication as a second major, a maximum of 9 credits of COMM courses can be counted toward both majors. It is recommended that Organizational Sciences majors discuss adding an academic minor, emphasis, or second major with their advisors.

Required course work includes the university requirements (see regulation J-3 (https://catalog.uidaho.edu/general-requirements-academic-procedures/j-general-requirements-baccalaureate-degrees/)), the general requirements for the B.S. degree, and:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ORGS 110</td>
<td>Governance in Small Organizations</td>
<td>3</td>
</tr>
<tr>
<td>or ORGS 210</td>
<td>Introduction to Organizational Sciences</td>
<td></td>
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<tr>
<td>ORGS 320</td>
<td>Budgeting for Small Organizations</td>
<td>1-3</td>
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<tr>
<td>or ACCT 201</td>
<td>Introduction to Financial Accounting</td>
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<tr>
<td>ORGS 321</td>
<td>Workplace Motivation</td>
<td>1</td>
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<tr>
<td>ORGS 322</td>
<td>Workplace Soft Skills</td>
<td>1</td>
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<tr>
<td>ORGS 323</td>
<td>Messaging for Small Organizations</td>
<td>1</td>
</tr>
<tr>
<td>ORGS 410</td>
<td>Capstone Project in Organizational Sciences</td>
<td>1-6</td>
</tr>
<tr>
<td>ORGS 444</td>
<td>Methods and Analysis in Organizational Science</td>
<td>4</td>
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</tbody>
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Select nine courses from the following:

- COMM 335 Intercultural Communication
- COMM 347 Persuasion
- COMM 355 Organizational Communication
- COMM 410 Conflict Management
- COMM 431 Applied Business and Professional Communication
- COMM 456 Nonprofit Fundraising
- ENTR 414 Entrepreneurship
- MHR 311 Introduction to Management
- ORGS 305 Nonprofit Organizations
- ORGS 316 Exploring Mentoring and Leadership
- ORGS 400 Seminar
- ORGS 404 Special Topics
- ORGS 407 Advanced Nonprofit Organizations
- ORGS 414 Traumatic Events: Preparation, Intervention, Evaluation
- ORGS 415 Planning Professional Conferences and Events
- ORGS 435 Personnel
- ORGS 441 Human Relations in the Workplace
- ORGS 450 Training and Performance Support
- POLS 451 Public Administration
- PSYC 320 Introduction to Social Psychology
- PSYC 345 Group Dynamics

Total Hours 39-46

1. Students should understand the fundamentals of leadership, i.e., personality characteristics that make great leaders, trainable skills that potential leaders can master, and situational factors that contribute to leadership success and failure.
2. Students should understand interpersonal workplace dynamics, including workplace conflict, workplace aggression, and factors that affect workplace cooperation and competitiveness. They should understand the causes and remedies of workplace discrimination and harassment. They should understand the forces that affect employee job satisfaction, retention, and placement.
3. Students should understand the importance of employee selection, placement, and training.
4. Students should understand the unique aspects of employment in both the private and public sectors in terms of the relative emphasis on entrepreneurial activities and public service. Relevant issues include budgeting, public/private decision-making, managerial norms, ethical behavior, and public relations.
5. As many of the students are expected to be in the workforce, there will be opportunity to present and evaluate “real world” examples and case studies.

Courses to total 120 credits for this degree

A maximum of 3 credits each of ORGS 400 and ORGS 404 may be used towards the completion of this major.