Program in Organizational Sciences

Richard Reardon, Coordinator (1000 W. Hubbard, Coeur d’Alene
83814-2277; 208-292-2523)

The purpose of this program is to provide leadership training for students
interested in a variety of purpose-driven organizations.

Organizational settings, including for-profit businesses, political
organizations (e.g., legislative bodies, political parties, PACs), not-for-
profit organizations (e.g., health care companies, charities, volunteer
agencies), and public and private boards (e.g., boards of education,
homeowners associations, church boards), are dynamic entities that rely
on skilled leaders to function efficiently and to ensure positive workplace
culture and climate. The interdisciplinary program in Organizational
Sciences draws from business, industrial/organizational psychology,
public administration, industrial sociology, educational leadership
and other disciplines to provide students with an understanding of
interpersonal workplace dynamics and fundamentals of leadership.

It has become increasingly evident over the last century that many
problems in the workplace are the result of relationship failures.
Examples of such failures include conflict between managers and
employees, conflict between employees and other employees,
conflict between groups within organizations, poor communication
between organizations and the communities they serve, lack of
proper coordination of efforts, lack of proper understanding of worker
capabilities and training needs, lack of concern for both employee and
manager professional development, and the inability of both managers
and employees to understand that organizational success depends on
leaders and workers keeping the natural tension between them from
becoming destructive.

Majors

• Organizational Sciences (B.A. or B.S.) (https://catalog.uidaho.edu/
colleges-related-units/letters-arts-social-sciences/organizational-
sciences/organizational-sciences-ba-bs)

Minors

• Organizational Dynamics Undergraduate Academic Certificate
  (https://catalog.uidaho.edu/colleges-related-units/letters-arts-
social-sciences/organizational-sciences/organizational-dynamics-
undergraduate-academic-certificate)