ORGANIZATIONAL SCIENCES (ORGS)

ORGS 110 Governance in Small Organizations  
3 credits  
The basics of organizational structure, leadership, interpersonal relations, fiscal responsibility, and accountability. The course is designed to serve students who may be engaged in student or community leadership positions.

ORGS 155 Financial Literacy  
3 credits  
Basics of financial literacy including terms and concepts. Topics include: influences on financial decisions, goal setting, spending plans, saving and organizing, controlling debt, banking, credit, housing, cars, cell phones, college, careers, life’s financial phases, protecting assets, investing, and financial current events.

ORGS 204 (s) Special Topics  
Credit arranged.

ORGS 210 Introduction to Organizational Sciences  
1 credit  
An orientation course for students interested in pursuing the Bachelors Degree in Organizational Sciences. The goal of the course is to expose students to the major specializations offered by the degree program: General Organizational Science, Workplace Relations, and Nonprofit Community Organizations.  
Prereq: Completion of at least 15 credit hours of college level course work.

ORGS 305 Nonprofit Organizations  
3 credits  
An introduction to nonprofit organizations. The course covers the several ways that nonprofits differ from for-profit and governmental organizations: mission and values, legal distinctions, leadership and oversight, expenses and revenue, and community relations/community impact. Recommended preparation: ORGS 210.

ORGS 310 Application/Experience in Organizational Sciences  
1-6 credits, max 6  
Hands-on experience with a business, governmental agency, community or nonprofit organization. Students will be expected to provide a written account of their experience that both documents the time spent, and that relates the experience to other coursework.  
Prereq: Permission of Instructor.

ORGS 312 Practical Gerontology  
3 credits  
Cross-listed with PSYC 312  
Preparation for, and accommodation to, becoming older. Emphases will be on behaviors necessary to maintain physical health, and tactics necessary to maintain brain fitness. Course is appropriate for those interested in eldercare, or for any person concerned about sustaining physical health and mental wellness through the lifespan.  
Prereq: PSYC 101 or ORGS 210.

ORGS 320 Budgeting for Small Organizations  
1 credit  
A basic introduction to budgets and the budgeting process, focusing on how to prepare, interpret, use, and manage organizational budgets to increase students’ likelihood of future success.

ORGS 321 Workplace Motivation  
1 credit  
A review of the issues that affect worker motivation. Evidence and practical implications of forces such as workplace incentives, social and physical environment, organizational structure and tasks, external factors, and individual differences will be considered.

ORGS 322 Workplace Soft Skills  
1 credit  
Overall organizational performance often depends as much on soft skills (worker social skills and emotional intelligence, communication abilities, and worker professionalism) as it does on hard skills (abilities with the immediate tasks). This course reviews the evidence on the impact of soft skills.

ORGS 323 Messaging for Small Organizations  
1 credit  
An evaluation of the inexpensive, everyday messaging tools available to smaller organizations that can be used for issue advocacy, service/product promotion, community cohesion, and the like. The course will cover current network applications and their effectiveness including, but not limited to, social media tools.

ORGS 400 (s) Seminar  
Credit arranged.

ORGS 404 (s) Special Topics  
Credit arranged.

ORGS 407 Advanced Nonprofit Organizations  
3 credits  
Provides an in-depth exploration of nonprofit organizations and their role in society, nonprofit purpose, mission, characteristics and structure. Topics include how nonprofits differ from for-profit and governmental organizations, nonprofit industry and careers, starting a nonprofit; nonprofit operations (accountability, reporting, staffing, marketing, technology); planning, strategy, governance (boards and volunteers); nonprofit law; nonprofit programs and program evaluation.  
Prereq: ORGS 305.

ORGS 410 Capstone Project in Organizational Sciences  
1-6 credits, max 6  
Gen Ed: Senior Experience  
Completion of a project with a business, governmental agency, community or nonprofit organization. The project can be research or service-based. Students will be expected to provide a final document that details all aspects of the project. Approval of a project proposal by the student’s advisor should be sought before requesting permission to enroll.  
Prereq: Permission of Instructor.

ORGS 414 Traumatic Events: Preparation, Intervention, Evaluation  
3 credits  
Cross-listed with PSYC 414  
Traumatic Events (TEs) range from local to large scale human-induced or catastrophic natural disasters (violent crimes, major accidents, weather events, etc.). This course is designed to address integral response elements: (a) preparation (e.g., organizing, planning, training, equipping) (b) intervention (e.g., multi-agency coordination, logistics, triage, first & secondary responses, volunteers, incident command, communication, mitigation, psychological first aid, media, safety, security) (c) evaluation (e.g., after-action reports, lessons learned, hotwash, best practices, research).  
Prereq: PSYC 101 or Permission of Instructor.
ORGS 415 Planning Professional Conferences and Events
3 credits
Organizational planning and logistics for successful professional meetings, conferences, and other events. Considerations include themes and missions; physical, site, and technological needs; budgeting; invitees, attendees, and registrants, vendors; contracts, risk, and liabilities; and contingency planning. Recommended preparation: ORGS 210.

ORGS 435 Personnel
3 credits
Joint-listed with ORGS 535, Cross-listed with PSYC 435
Review of theory and methods related to personnel issues; includes topics such as individual differences, selection, psychometrics, compensation, training programs, and performance appraisal. Additional work required for graduate credit. 
Prereq: PSYC 101.

ORGS 441 Human Relations in the Workplace
3 credits
Joint-listed with ORGS 541, Cross-listed with PSYC 441
Overview of the general theory and methods of organizational effectiveness; focus on how individual or group behavior is affected by the organizational environment; includes topics such as work motivation, leadership, teams, culture/climate, and job attitudes. Additional assignments/projects required for graduate credit.
Prereq: PSYC 101.

ORGS 444 Methods and Analysis in Organizational Science
4 credits
Overview of the many tools of data gathering and analysis in the applied social sciences. Includes coverage of surveys, study design, analysis, online and bibliographic resources and archives, etc.
Prereq: STAT 251 (Off-campus and distance students may request advisor approval for a substitution for STAT 251).

ORGS 450 Training and Performance Support
3 credits
Joint-listed with ORGS 550, Cross-listed with PSYC 450
Review of applicable theory and methods for developing organizational training programs and performance support systems; emphasis will be on conducting needs analyses, development of systems and training programs to serve needs, and evaluation of program outcomes. Additional project/assignments reqd for grad cr.
Prereq: PSYC 101.

ORGS 494 (s) Research Experience in Organizational Sciences
Credit arranged, max 16
Supervised experience in conducting research in organizational performance/organizational behavior. Topics vary depending on match of student interests to those of current faculty or qualified affiliates. May include research with local business, agencies, or other entities under joint supervision of faculty and entity sponsor. Recommended preparation: ORGS 444 and consultation with ORGS advisor.
Prereq: Sophomore standing or higher.

ORGS 497 (s) Practicum in Instruction
Credit arranged.

ORGS 498 (s) Internship
Credit arranged.

ORGS 499 (s) Directed Study
Credit arranged.

ORGS 502 (s) Directed Study
Credit arranged.

ORGS 504 (s) Special Topics
Credit arranged.

ORGS 505 (s) Professional Development
Credit arranged.

ORGS 535 Personnel
3 credits
Joint-listed with ORGS 435, Cross-listed with PSYC 535
Review of theory and methods related to personnel issues; includes topics such as individual differences, selection, psychometrics, compensation, training programs, and performance appraisal. Additional work required for graduate credit. PSYC 535 is a cooperative course available to WSU degree-seeking students.
Prereq: PSYC 101.

ORGS 541 Human Relations in the Workplace
3 credits
Joint-listed with ORGS 441, Cross-listed with PSYC 541
Overview of the general theory and methods of organizational effectiveness; focus on how individual or group behavior is affected by the organizational environment; includes topics such as work motivation, leadership, teams, culture/climate, and job attitudes. Additional assignments/projects required for graduate credit. PSYC 541 is a cooperative course available to WSU degree-seeking students.
Prereq: PSYC 101.

ORGS 550 Training and Performance Support
3 credits
Joint-listed with ORGS 450, Cross-listed with PSYC 550
Review of applicable theory and methods for developing organizational training programs and performance support systems; emphasis will be on conducting needs analyses, development of systems and training programs to serve needs, and evaluation of program outcomes. Additional project/assignments reqd for grad cr.
Prereq: PSYC 101.