

# ORGANIZATIONAL SCIENCES (ORGS)

---

## **ORGS 204 (s) Special Topics (1-16 credits)**

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.

**Prereqs:** Completion of at least 15 credit hours of college level course work.

## **ORGS 255 Financial Literacy (3 credits)**

Financial literacy basics with emphasis on behaviors influencing financial decisions including wants vs. needs spending, controlling debt, impact of credit scores, credit card expenditures, saving and spending plans, spending addictions, consumer loans, risk-taking, avoiding mistakes, goal setting, banking, educational debt, life's financial phases, investing, protecting assets, and current financial events and trends. Typically Offered: Fall and Spring.

## **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 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 330 Workplace Motivation and Soft Skills (3 credits)**

Workplace motivation (e. g. , organizational structure, employee incentives, social, cultural, and physical environments, external influences, individual differences) and soft skills (e. g. , emotional intelligence, communication abilities, getting along with others, leadership, professionalism) are keys to behaviors that support personal and professional development, productivity, and overall well-being in the workplace. This course examines both applied and theoretical perspectives on these issues. Typically Offered: Fall and Spring.

## **ORGS 400 (s) Seminar (1-16 credits)**

Credit arranged

## **ORGS 404 (s) Special Topics (1-16 credits)**

Credit arranged

## **ORGS 410 Capstone Project in Organizational Sciences (1-6 credits, max 6)**

General Education: 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 product (document, presentation, etc. ) that details all aspects of the project. Approval of a project proposal by the student's advisor should be sought when requesting permission to enroll. Typically Offered: Fall, Spring and Summer.

**Prereqs:** Instructor Permission

## **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).

**Prereqs:** PSYC 101 or Instructor Permission

## **ORGS 435 Personnel (3 credits)**

Cross-listed with PSYC 435

Joint-listed with ORGS 535 and 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.

**Prereqs:** PSYC 101

## **ORGS 441 Human Relations in the Workplace (3 credits)**

Cross-listed with PSYC 441

Joint-listed with ORGS 541 and 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.

**Prereqs:** 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. Typically Offered: Fall and Spring. Prereqs or

**Coreqs:** STAT 153, STAT 251, or PSYC 215

## **ORGS 450 Organizational Systems and Projects (3 credits)**

Cross-listed with PSYC 450

Joint-listed with ORGS 550

An exploration of Systems approaches to organizational performance. Includes coverage of goal setting, outcome determination, process management, performance feedback and evaluation, training support, and system revision/improvement. Additional project/assignments required for graduate credit. Typically Offered: Varies.

**Prereqs:** PSYC 101

## **ORGS 494 Research Experience in Organizational Sciences (1-16 credits, max 16)**

Credit arranged. 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. Typically Offered: Fall and Spring.

**Prereqs:** Sophomore standing or higher

## **ORGS 498 (s) Internship (1-16 credits)**

Credit arranged

## **ORGS 499 (s) Directed Study (1-16 credits)**

Credit arranged

**ORGS 502 (s) Directed Study (1-16 credits)**

Credit arranged

**ORGS 504 (s) Special Topics (1-16 credits)**

Credit arranged

**ORGS 505 (s) Professional Development (1-16 credits)**

Credit arranged

**ORGS 535 Personnel (3 credits)**

Cross-listed with PSYC 535

Joint-listed with ORGS 435 and 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. PSYC 535 is cooperative: open to WSU degree-seeking students.

**Prereqs:** PSYC 101

**ORGS 541 Human Relations in the Workplace (3 credits)**

Cross-listed with PSYC 541

Joint-listed with ORGS 441 and 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. PSYC 541 is cooperative: open to WSU degree-seeking students.

**Prereqs:** PSYC 101

**ORGS 550 Organizational Systems and Projects (3 credits)**

Joint-listed with ORGS 450, PSYC 450

An exploration of Systems approaches to organizational performance. Includes coverage of goal setting, outcome determination, process management, performance feedback and evaluation, training support, and system revision/improvement. Additional project/assignments required for graduate credit. Typically Offered: Varies.