

# LEADERSHIP & MANAGEMENT (MSLM)

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## **MSLM 421 Ethics and Decision-Making**

This course is designed to reflect on the relationship between ethics and decision-making faced by 21st century managers and leaders. It introduces major theories of ethics and develops an understanding about the responsibility organizations must demonstrate to employees, customers, and society while keeping the purpose of the organization in the foreground. May be taken for letter grade only. Not challengeable.

**Grade Mode:** Letter, Letter

**Semester Hours:** 3

## **MSLM 422 Human Resource Management**

This course focuses on identifying, understanding, and addressing the opportunities and challenges that managers, leaders, employees/team members, and human resource professionals face when designing, implementing, and managing systems to enhance individual, team and organizational effectiveness. Topics covered include: use of talents at work, job analysis, recruitment, selection process, workforce diversity, training and development, performance management, career development, succession planning, compensation, benefits, and global trends that impact organizations. May be taken for letter grade only. Not challengeable.

**Grade Mode:** Letter, Letter

**Semester Hours:** 3

## **MSLM 423 Organizational Theory & Design**

This course is designed to examine major perspectives in organizational theory, design, and behavior and develop students' understanding of the effect organizational actions make on the behavior of individuals and teams. This course will provide students with the opportunity to integrate major concepts and practices in organizational theory and behavior to identify approaches to optimize individual and team performance and well being. May be taken for letter grade only. Not challengeable.

**Grade Mode:** Letter, Letter

**Semester Hours:** 3

## **MSLM 426 Training and Development**

Encompasses adult learning theory, needs assessment, instructional design, materials development, delivery techniques, and evaluation of training programs. This course emphasizes the practical application as well as the theoretical approaches to training and development. It is designed to equip students with the skills necessary for understanding and valuing training and development, fostering organizational effectiveness, and advancing organizational objectives. May be taken for letter grade only. Not challengeable.

**Grade Mode:** Letter, Letter

**Semester Hours:** 3

## **MSLM 469 Conflict Management and Organizational Change**

Examines nature and sources of environmental and organizational conflict, conflict resolution strategies, change theory, change implementation methodologies, and the role of organizational culture in moving an organization through change. Particular attention will be given to the role of the leader in managing change and conflict. May be taken for letter grade only. Not challengeable.

**Grade Mode:** Letter, Letter

**Semester Hours:** 3