

Anderson School of Management



ORGANIZATIONAL BEHAVIOR/ HUMAN RESOURCES MANAGEMENT CONCENTRATION – MBA

ALL CONCENTRATION INFORMATION EFFECTIVE FOR STUDENTS ADMITTED FALL 2010 AND THEREAFTER.

People are the chief engine of prosperity in most businesses. They are the resource that contributes the most to strategic success. The focus of Human Resources Management is to effectively use and develop the capacities of people in terms of both the skills and knowledge that are critical for organizational success. Providing an optimum environment conducive to high levels of human developmental capacities, motivation, and performance are all aspects of the human resources function of business.

The OB/HRM concentration requires a minimum of 15 hours of OB/ HRM related courses above the required core courses (Mgmt. 506), which may include one graduate-level course outside of Anderson School. The following are courses to choose from; each class carries 3 credits. A post-graduate certificate of 15 credit hours may also be obtained for students with an MBA from an AACSB-accredited university.

<u>Course Number</u>	<u>Course Title</u>
*MGMT 465	Labor Relations – Prerequisite: MGMT 306
*MGMT 466	Training & Development – Prerequisite: MGMT 306
*MGMT 468	Compensation & Benefits – Prerequisite: MGMT 306
*MGMT 469	American Indian Business and Management – Prerequisite: MGMT 306
MGMT 507	Organizational Behavior & Theory Seminar – Prerequisite: MGMT 506
MGMT 560	Seminar in Cross-Cultural Organizational Behavior – Prerequisite: MGMT 506
MGMT 561	Interpersonal & Team Dynamics – Prerequisite: MGMT 506
MGMT 562	Organizational Design & Development – Prerequisite: MGMT 506
MGMT 564	Human Resources Management: Theory & Applications - Prerequisite: MGMT 506
MGMT 565	OB/HRM Internship (Concentration Advisor permission required-see Career Services Office)
MGMT 566	Diversity In Organizations – Prerequisite: MGMT 506
MGMT 567	Women in Management
MGMT 568	Creative Leadership & Innovative Organizations – Prerequisite: MGMT 506
MGMT 569	Negotiation Strategies
MGMT 654	Advanced Legal Issues for Managers
MGMT 663	Employment Law - Prerequisite: MGMT 506

*Graduate Credit Available

Concentration Advisors:

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<http://mba.mgt.unm.edu/concentrations/obhrm.asp>



Organizational Behavior/ Human Resources Management

Course Descriptions:

***MGMT 465 Labor Relations** - Background and practice of Labor Relations from unionization through collective bargaining to grievance administration and arbitration. Theory and case analysis emphasizing employment problems, management prerogatives and collective bargaining issues.

Prerequisite: MGMT 306

***MGMT 466 Training and Development** - Examines 1) theories of human development and their relationships to workforce and managerial development, and 2) reviews theories and provides practice in design, delivery and evaluation of training programs for private and public sector organizations and management.

Prerequisite: MGMT 306

***MGMT 468 Compensation and Benefits** - Focus on theory and practice of compensation and benefit systems in modern organizations. Reviews alternative approaches and emphasizes experience-based learning.

Prerequisite: MGMT 306

***MGMT 469 American Indian Business and Management** - Examines the theory and practice of managing American Indian organizations as well as legal and indigenous planning aspects.

Prerequisite: MGMT 306

MGMT 507 Organizational Behavior and Theory Seminar - Further examination of organizations drawing upon behavioral science research and theory. Alternative theories of organizations are discussed.

Prerequisite: MGMT 506

MGMT 560 Seminar in Cross-Cultural Organizational Behavior - Comparative study of public and private organizations in the U.S.A., Asia and in selected European and Latin American countries. Emphasis on the influence of cultural and political factors on the management of human resources.

Prerequisite: MGMT 506

MGMT 561 Interpersonal and Team Dynamics - Exploration of the boundaries, strategic variables and substance of interpersonal relations. Particular emphasis upon effective communication strategies, and team building and maintenance. **Prerequisite: MGMT 506**

MGMT 562 Organizational Design and Development - The course focuses on planned change to improve an organization's problem-solving and renewal processes, particularly through a more effective and collaborative management of organization culture. **Prerequisite: MGMT 506**

MGMT 564 Human Resources Management: Theory and Applications - Human Resources Management is designed to relate theory and concepts of the management of human resources to the personnel practices that occur in the organizational environment. **Prerequisite: MGMT 506**

MGMT 565 OB/ HRM Internship (Spring - Staff) - Students will be assigned to an organization where they will work on a project under the direction of a supervisor. Faculty provides oversight of individual field experience with classroom debriefings and follow-up.

MGMT 566 Diversity In Organizations - A series of intensive experiences to develop self-awareness and diagnostic ability in interpersonal, group, organizational and community behavior. Special emphasis on the management of diverse groups in organizations. **Prerequisite: MGMT 506**

MGMT 567 Women in Management - This course examines the changing role of women in the work force, especially in management. Focus is on the economic, political and sociocultural environment affecting managerial women.

MGMT 568 Creative Leadership and Innovative Organizations - This is a developmental seminar, constantly changing. Together we will seek to actively explore the dimensions of creative, transformational leaders and innovative learning organizations. **Prerequisite: MGMT 506**

MGMT 569 Negotiation Strategies - This course addresses the theory and practice of negotiations. Through a combination of case studies, lectures and actual practice in negotiating, students learn to negotiate effectively.

MGMT 654 Advanced Legal Issues for Managers - Topics include corporate governance relationships, product liability, administrative law, white collar crime and other contemporary legal issues relevant to an ever-changing business environment.

MGMT 663 Employment Law - A survey of statutes and case studies of common, statutory, and administrative law. Emphasis on modern employment legislation and related court and administrative decisions representing all aspects of employment law. **Prerequisite: MGMT 506**