The Master of Arts (MA) in Human Dynamics provides students with an education essential for creating, evaluating, and implementing change effectively within organizations. Students will receive a broad educational foundation, containing knowledge and theory from human resources and the social sciences, which prepares them to critically analyze the structure and behavior of organizations. Areas of focus include interpersonal communication, leadership skills, organizational culture, human dynamics, and organizational behavior. This program is designed to provide students with skills and knowledge that can be applied in a variety of professional settings and leadership roles. Graduates will be better prepared to propose and implement structural and personnel changes that will enhance the effectiveness of a wide range of organization types.

For gainful employment disclosures about this program, visit http://west.edu/content/dam/westedu/gainful-employment/MAHD/52.1003-Gedt.html

Program Learning Outcomes

1. Design effective structures and processes that optimize the impact of the social systems of an organization on its ability to meet its mission and objectives.

2. Create and implement strategies to enhance organizational efficiency and promote market-driven change.

3. Develop systems that align employee selection, engagement and retention policies with the organizational mission.

4. Demonstrate effective interpersonal communication skills including group facilitation, negotiation, and other relational strategies.

5. Demonstrate understanding of diversity in the workplace and its effect on organizational behavior, including expatriation and culture, gender and gender-role issues, and how individual differences affect leadership and group processes.

6. Establish and monitor corporate ethical policies that support business decisions, reflect high personal standards of behavior, and recognize the organization's social responsibility.

7. Promote policies and procedures that foster a positive organizational climate that is characterized by an environment of personal and organizational growth, diversity, and innovation.

Required Course of Study

Human Dynamics Core Requirements - 24 credits

Major Requirements - 15 credits

Credits Required for Degree: 39

Human Dynamics Core Requirements

Human Dynamics Core Requirements – 24 credits

CUL 623 Global Communication for Professionals
This course provides an overview of critical topics related to professional communication in the global economy and prepares students to develop strategies for successful intercultural exchanges. Students evaluate verbal and non-verbal communication models as they are manifested across cultures and create research-based analyses of cross-cultural scenarios. Course content addresses the application of intercultural communication skills to organizational structures and decision-making, negotiations, and ethics.

BUS 620 Ethical Leadership and Corporate Responsibility
This course examines ethical systems and the ways in which corporate ideals are reflected in individual and organizational behavior. Students investigate ethical dilemmas to discover how congruence between individual and corporate values is developed and maintained. Themes include the nature of morality, disparate legal systems, and business ethics.

LDR 610 Leadership Styles
This course focuses on leadership models and how to recognize and apply them in the workplace. Students will explore leadership theories while assessing their own personal leadership style. Topics include leadership styles, ethical leadership, and leadership strategies.

LDR 615 Interpersonal Communication Skills for Leaders
This course highlights the skills required for effective interpersonal communication. Students enhance their verbal and nonverbal communication skills by studying effective leadership communication strategies, motivational communication, and strategies for

enhancing teamwork through negotiation and conflict resolution.

LDR 625 Leading Organizational Change
This course emphasizes the importance of leadership in times of organizational change. Students learn to assess internal and external forces, communicate the change vision, and develop strategies to address resistance. Subjects include philosophies of change, the open systems model, stakeholders, and fostering high performance organizations.

ORG 610 Organizational Culture and Style
This course examines organizations as social organisms. Students assess the relationship between an organization's culture and a society's culture, as well as individuals within the organization. Themes include organizational stratification, worker and leadership behavior, and the social roles of workers and leaders.

ORG 620 Behavior in International Organizations
This course explores organizational theories and their relationship to international organizational behavior. Students examine the effect of globalization on management theories and practices. Topics include international and cultural diversity in the workplace, management strategies for international groups, and the use of virtual teams.

RES 600 Graduate Research Methods
This course provides graduate students with the tools necessary for completing the in-depth research, reading, writing, and speaking activities central to all coursework at West. Students advance their studies of research design and methodology and apply these skills to their programs of study. Subjects include primary and secondary research, descriptive and inferential statistics, regression and correlation analysis, and research presentation.

Major Course Descriptions

Major Requirements – 15 credits

ORG 630 Diversity in Organizational Settings
This course discusses management principles within an atmosphere of increasing workforce diversity. Students explore the necessity of implementing programs for diversity awareness in order to attract, motivate, develop, and empower employees. Topics include methods for raising awareness of racial, ethnic, cultural, age, and gender differences; understanding the needs of employees with disabilities; and promoting ethical standards for behavior.

ORG 640 Human Relationships in Organizations
This course focuses on the concepts of relationships in organizational settings. Building on lessons from prior courses, students will learn how to build effective relationships based on the individual and collective attributes of their respective organizations. Topics include: organizational systems and change management, team building, conflict and conflict resolution, interpersonal communication, stress, and ethical decision making. Issues of particular contemporary importance include work–life balance, national and organizational culture, and the impact of globalization on workplace relationships.

ORG 650 Negotiation and Resolution Strategies
This course will explore major concepts of negotiation and resolution strategies. Students will learn skills and techniques preparing them to negotiate in a variety of situations. Topics include win-win negotiation strategies, multiple party negotiation techniques, and the role of culture and gender within negotiations.

ORG 660 Dynamics of Decision Making
This course addresses how decision making occurs within an organization. Students investigate the psychological principles associated with decision making in the workplace, including the internal and external influences affecting the individual and the decision-making process. Topics include analyzing individual preferences, collective behavioral patterns, and the decision-making process.

ORG 670 Organizational Learning
This course explores how an organization can learn from evaluating its past successes and failures while implementing new agents for change. Students will learn how to best evaluate current organizational processes and structures in order to create new pathways for growth. Topics include learning mechanisms, dissemination of knowledge, and implementation of organizational learning.