COLLEGE OF LETTERS AND SCIENCES

BACHELOR OF SCIENCE IN ORGANIZATIONAL BEHAVIOR

Learn to Improve Workforce Motivation and Performance

The behavior of individuals and groups is critical to business success, and professionals with the skills to manage and improve organizational performance are in demand. By understanding human behavior, psychology, and business, you'll be able to help people lead more productive lives and be better at contributing to business goals and objectives.

The Bachelor of Science in Organizational Behavior will build your foundation for applying this knowledge in the workplace, increasing the effectiveness of both individuals and work teams. You'll learn how people make decisions and interact with one another and find ways to improve these interactions. You'll also develop important skills in conflict resolution, cultural sensitivity, and leadership while learning to plan, implement, and manage organizational change and technological innovation.

Program highlights:

- Entire program can be completed online
- Use of ethics, responsibility, and legal obligations in personal and professional situations
- Expand your understanding of human resource development and training
- Develop skills and learn techniques in diagnosing, planning, implementing, and managing organizational change
- Apply conflict resolution skills in various settings
- Design and implement workplace wellness strategies

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BACHELOR OF SCIENCE IN ORGANIZATIONAL BEHAVIOR

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The BSOB prepares students for successful engagement within 21st Century companies and civil society organizations. Students master relevant theory, concepts, and skills which prepare them for specific roles (e.g manager, trainer), interventions (e.g. conflict resolution, diversity training), and organizational-level activities (e.g. program development, change, and evaluation) critical to many contemporary careers. In a fast moving and interconnected global context, the program's emphasis on the application of psychological principles in organizational development and change is also critical in helping people lead meaningful and productive lives and in enhancing their contribution to the organization's mission and to the larger community.

Students are systematically trained and mentored in role-related competencies including assessment and research, performance enhancement, culture and diversity integration, leadership and mentoring, employee wellness, creativity and innovation, organizational design, professional ethics, critical thinking and analysis, communication and presentation skills, and adapting in a global community.

Competencies include collection, analysis and display of data, effective communication, diagnosing and implementing change processes, working in diverse workplaces, personal wellness and stress management, conflict resolution, crisis management, effective remote and in-person team facilitation, use of group collaboration technology, creativity and dynamics of innovation, human resource training and development, decision making, leadership, coaching, and ethics.

These competencies prepare students for occupations such as performance trainers, coaches, facilitators, assessors, diversity trainers, change managers, management analysts, mediators, peace workers, team leaders, wellness and employees assistance, technology implementation designers, and creativity consultants, in settings such as health care, public safety, military tech start-ups, local government, non-profit NGOs, refugee aid community outreach. The BSOB provides a sound basis for continued study at the master's and doctoral levels.

Program Learning Outcomes

Upon successful completion of this program, students will be able to:

- Communicate effectively using appropriate technology, professional reports and research papers in APA style.

- Apply ethics, responsibility, and legal obligations to personal and professional decision making.

- Analyze group dynamics in process and apply group practice to cooperative/ collaborative team tasks.

- Apply the principles of human resource development, wellness, performance coaching and training to employee wellbeing, and organizational effectiveness.

- Employ entry-level skills and techniques in diagnosing, planning, implementing, and managing organizational change and technological innovation.

- Demonstrate mastery in interpersonal communication and conflict resolution skills in diverse settings with diverse populations using oral and written forms.

- Recognize multiple cultural perspectives and assess their implications for work place success.

- Apply basic methods of collection and interpretation of behavioral and organizational data and use appropriate methods for analysis and display.

- Compare and contrast major psychological concepts of leadership, power, innovation and social transformation.

- Develop a personal approach to work-life balance in today's workplaces.

Degree Requirements

To receive a Bachelor of Science in Organizational Behavior, students must complete at least 180 quarter units as articulated below, 76.5 of which must be completed at the upper-division level, 45 of which must be completed in residence at National University and complete a minimum 70.5 units of general education requirements. In the absence of transfer credit, additional general electives may be needed to fulfill the total unit requirement for the degree. All students receiving an undergraduate degree in Nevada are required by state law to complete a course in Nevada Constitution.

Bachelor of Sciences in Organizational Behavior/Master of Human Behavior Transition Program

Students who are currently enrolled in the BSOB degree program and have at least a GPA of 3.0 and are within six courses of graduation, may request the BSOB/MAHUB transition program through their advisor and once approved may then take two of the following three MAHUB classes as electives during the BSOB program: HUB 601A, HUB 646, and HUB 601D. To be eligible, students must apply for and begin the MAHUB program within six months of completing the BSOB program. Students may choose up to two graduate-level MAHUB courses for which all prerequisites are met (if any required). The number of courses required to earn a MAHUB is reduced from 12 to as few as 10 courses. Graduate-level coursework taken as part of the transition program cannot be transferred as graduate-level credit to this or any other university. Students must complete the graduate level coursework taken as part of the BSOB degree with a grade of "B" or better. Students must complete the MAHUB program within four years with no break exceeding 12 months.

Core requirements for the Major

(10 courses; 45 quarter units)

HUB 410	Psychology for Managers	
	Prerequisite: ENG 100, ENG 101 and PSY 100	
HUB 402	Wellness in the Workplace	
	Prerequisite: ENG 100, ENG 101 and PSY 100	
HUB 500	Cross-Cultural Dynamics	
	Prerequisite: ENG 100, ENG 101 and PSY 100	
HUB 400	Group Structure & Dynamics	
	Prerequisite: ENG 100, ENG 101 and PSY 100	
HRM 409B	Survey in HRM & OD	

OR

PSY 432	Social Psychology	
	Prerequisite: ENG 100, ENG 101 and PSY 100	
MGT 400	Ethics in Law, Business & Mgmt	
HUB 440	Organizational Development	
	Prerequisite: ENG 100, ENG 101 and PSY 100	
HUB 401	Conflict Resolution	
	Prerequisite: ENG 100, ENG 101 and PSY 100	

OR

HUB 420	Human Communication	
	Prerequisite: ENG 100, ENG 101 and PSY 100	
HUB 441	Research Design and Analysis	
	Prerequisite: ENG 100, ENG 101, MTH 210 and PSY 100	
PSY 480	Senior Project	
	Prerequisite: All other courses required for the major must be completed prior to enrolling in this course.	

Upper-Division Electives

(6 courses; 27 quarter units)

Students can select from the following courses to meet elective requirements: Any upper-division course with prefix: HUB, PSY, SOC, LED, COM or MGT.

CJA 400	Gangs in America	
CJA 446	CJ Management and Leadership	
HCA 400	Foundations of HC Leadership	
	Recommended preparation: Completion of all coursework in preparation for the major	
HCA 401	Intro to HA HR Management	
	Recommended preparation: Completion of all coursework in preparation for the major	