

M.B.A., ORGANIZATIONAL MANAGEMENT AND LEADERSHIP SPECIALIZATION

The Organizational Management and Leadership Specialization in the MBA degree program immerses graduate students in interesting and emergent topics in the dynamic field of management. Your MBA program will provide you with a solid grasp of business fundamentals, including both “hard” and “soft” business skills. These are taught through a fixed sequence of required courses, or “core classes.”

In the MBA with a specialization in Organizational Management and Leadership, you will be a business administration professional first and foremost, but with an enhanced understanding of traditional and contemporary management thought and best practices. The program is designed to help students gain the skills and knowledge needed to work in executive, supervisory, and management positions in various types of businesses.

The MBA in Organizational Management and Leadership prepares individuals for responsibilities in business, government and non-profit entities. Students will develop skills in the management of cross-functional teams, project management, technology application, and new products and services development. A focus is on managing a diverse work force and competing in a multicultural global environment.

Admission Requirements:

- The completion of a Bachelor's degree.
- A cumulative undergraduate grade point average (GPA) of 3.0
- Students whose undergraduate GPA is below 3.0 may be considered for admission and matriculation with the following conditions:
 - **Business undergraduate majors** with a GPA below 3.0 must take BUSI 599 in the first semester and attain a grade of B or better to continue in the MBA or MS program
 - **Non-business majors** must take BUSI 599 in the first semester and attain a grade of B or better to continue in the MS or MBA program
- Meet all minimum requirements of the Graduate Studies Office including: completed application; transcripts; recommendation letters; essay; and resume. An interview may be requested.
- Additional requirements for international students include: Test of English as a Foreign Language (TOEFL) test results, and Educational Credential Evaluators (ECE), or World Education Services (WES) evaluation of international transcripts.
- Up to nine graduate course credits in applicable content from other institutions may be accepted with approval of the School of Business.

To apply for graduate study go to the Graduate Application web page (<https://www.njcu.edu/admissions-aid/graduate-admissions/graduate-degrees/business-administration-oml-mba/>).

For more information about the TOEFL exam go to TOEFL (<http://www.ets.org/toefl/>).

Prerequisite Requirements:

The 36-credit course of study assumes an undergraduate degree in Business, which includes financial accounting at the intermediate level,

and two semesters of statistics. Students with a degree in Business, but without these courses may be required to take:

BUSI 599 (<https://catalog.njcu.edu/search/?P=BUSI%20599>) with the embedded Harvard Business School Online Credential of Readiness (CRe) in the first semester and attain a grade of B to continue in the MBA program.

Code	Title	Credits
Core Requirements		18
FINC 514	Introduction to Business Analytics and Data Science	3
FINC 507	Corporate Financial Management	3
MGMT 595	Executive Communication	3
MGMT 516	Global Strategic Management	3
MKTG 515	Contemporary Marketing Perspectives: Trends, Strategies and Practice	3
ACCT 552	Strategic Profitability Analysis: Accounting for Managers	3
Specialization Courses		
MGMT 515	Behavioral Issues and Ethics in Management	3
MGMT 697	Business Negotiation and Conflict Resolution	3
MGMT 711	Managing for Internal Innovation	3
MGMT 713	Managing the Services Organization	3
MGMT 714	Transformational and Situational Leadership	3
Capstone Requirement ¹		3
BUSI 799	Interdisciplinary Capstone in Business Administration	3
Total Credits:		36

¹ Thesis option available. Students must take one additional class - BUSI 703.

Sample Degree Maps are based on full-time status. Full-time for graduate learners is defined as taking nine credits or more in a term. Term is defined as an academic time period during which the school holds classes. It may refer to scheduled fall, winter intersession, spring, or summer sessions. This is a sample degree map and sequence for required course work. Individual plans may vary based on specific learner needs. Students without an undergraduate business degree or degree in a related discipline may be required to take BUSI 599 Graduate Business Essentials (9 credits).

First Year

Term 1		Credits
FINC 514	Introduction to Business Analytics and Data Science	3
FINC 507	Corporate Financial Management	3
MGMT 595	Executive Communication	3
Credits		9

Term 2

MGMT 516	Global Strategic Management	3
MKTG 515	Contemporary Marketing Perspectives: Trends, Strategies and Practice	3

ACCT 552	Strategic Profitability Analysis: Accounting for Managers	3
Credits		9
Term 3		
MGMT 515	Behavioral Issues and Ethics in Management	3
MGMT 697	Business Negotiation and Conflict Resolution	3
MGMT 711	Managing for Internal Innovation	3
Credits		9
Term 4		
MGMT 713	Managing the Services Organization	3
MGMT 714	Transformational and Situational Leadership	3
BUSI 799	Interdisciplinary Capstone in Business Administration	3
Credits		9
Total Credits		36

Student Learning Outcomes

Upon completion of the Master of Business Administration with a specialization in Organizational Management and Leadership program, students will be able to:

1. Identify ethical issues and understand the implications of social responsibility for sustainable business practices.
2. Evaluate information and apply critical thinking skills to identify solutions and inform business decisions.
3. Utilize technology, apply quantitative methods and interpret data to solve business problems.
4. Integrate knowledge of core business concepts and collaborate productively as part of a team.
5. Work effectively in a diverse environment and understand how global and cultural issues effect the organization and its stakeholders.
6. Compose clear and concise forms of written communication to effectively convey ideas and information associated with business topics.
7. Communicate business concepts effectively through oral presentation.
8. Demonstrate recognition of ethical and social responsibility issues in a business environment and apply a process of ethical inquiry which informs recommendation and decision making.
9. Demonstrate effective leadership and management skills appropriate for a variety of business context.
10. Demonstrate proficiency in integrating the techniques, processes and procedures of the fundamental business (accounting, finance, marketing, management) and apply theory, skill and knowledge from these disciplines to business practices.