

# ORGANIZATIONAL EFFECTIVENESS, MBA

The Organizational Effectiveness major is designed to educate students in the leading edge of theory and practice associated with the management of employees and the design of organizations. It spans topics from understanding the behavior of individuals and groups to designing management systems and structures to support business strategy. It serves students with a range of career objectives: (1) those who seek leadership positions focusing on employees in organizations; (2) those interested in consulting in the area of organizational effectiveness or management consulting more generally; and (3) those interested in balancing a more technical academic and business background with greater depth in understanding behavioral and management expertise.

**For more information:** <https://mgmt.wharton.upenn.edu/programs/mba/organizational-effectiveness/>

## Curriculum

A minimum of 19 course units is required for graduation.

Code	Title	Course Units
<b>Organizational Effectiveness Major Requirements</b>		
The Organizational Effectiveness major requires four course units beyond the required Management core requirements.		
Management Core Requirements:		
MGMT 6100	Foundations of Teamwork and Leadership	
MGMT 6110	Managing Established Enterprises	
MGMT 6120	Management of Emerging Enterprises	
Select 3.0 course units from the following:		3.0
MGMT 6240	Leading Diversity in Organizations	
MGMT 6250	Corporate Governance, Executive Compensation and the Board	
MGMT 6710	Executive Leadership	
MGMT 6910/ LGST 8060/ OIDD 6910	Negotiations	
MGMT/LGST/ OIDD 6920	Advanced Topics Negotiation	
MGMT 7430	Work and Technology: Choices and Outcomes	
MGMT 7480	How to Be the Boss	
MGMT 7720	Power and Politics in Organizations	
MGMT 7730	Managing Organizational Change	
MGMT/OIDD 7930	People Analytics	
MGMT 7940	Understanding Careers and Executive Labor Markets	
MGMT 8160	Building Human Assets in Entrepreneurial Ventures	
MGMT 8920	Advanced Study Project - Collaborative Innovation Program	
No more than one course unit from the following: <sup>1</sup>		1.0
MGMT 7820	Strategic Implementation	

MGMT 8020	Change, Innovation & Entrepreneurship	
<b>Electives</b>		
Select 5.5 course units of electives		5.5
<b>MBA Core Requirements</b>		<b>9.5</b>
<b>Total Course Units</b>		<b>19</b>

<sup>1</sup> Global Modular Courses and Global Virtual Courses with significant content in organizational effectiveness, at the discretion of the department advisor.

## MBA Core Requirements

Code	Title	Course Units
<b>Accounting</b>		
Select one of the following:		0.5-1
ACCT 6110	Fundamentals of Financial Accounting	
ACCT 6130	Fundamentals of Financial and Managerial Accounting	
<b>Finance <sup>1</sup></b>		
<i>Corporate Finance</i>		
Select one of the following:		0.5-1
FNCE 6110	Corporate Finance	
FNCE 6210	Corporate Finance (Half CU)	
<i>Macroeconomics</i>		
Select one of the following:		0.5-1
FNCE 6130	Macroeconomics and the Global Economic Environment	
FNCE 6230	Macroeconomics and The Global Economic Environment (Half CU)	
<b>Legal Studies</b>		
LGST 6110	Responsibility in Global Management	0.5
	or LGST 6120 Responsibility in Business	
	or LGST 6130 Business, Social Responsibility, and the Environment	
<b>Microeconomics</b>		
MGEC 6110		0.5
MGEC 6120		0.5
<b>Management</b>		
MGMT 6100	Foundations of Teamwork and Leadership	0.5
MGMT 6110	Managing Established Enterprises	1
	or MGMT 6120 Management of Emerging Enterprises	
<b>Marketing</b>		
MKTG 6110	Marketing Management	0.5
MKTG 6120	Dynamic Marketing Strategy	0.5
	or MKTG 6130 Strategic Marketing Simulation	
<b>OIDD</b>		
Select one unit of the following:		0.5-1
OIDD 6110	Quality and Productivity	
OIDD 6120	Business Analytics	
OIDD 6130	Online Business Models and the Information-Based Firm	
OIDD 6140	Innovation	
OIDD 6150	Operations Strategy	
OIDD 6620	Enabling Technologies	

OIDD 6900	Managerial Decision Making	
<b>Statistics</b>		
STAT 6130	Regression Analysis for Business <sup>2</sup>	1
or STAT 6210	Accelerated Regression Analysis for Business	
<b>Management Communication</b>		
WHCP 6110	Management Communication	0.25
Select one of the following:		0.25
WHCP 6120	Advanced Persuasive Speaking	
WHCP 6150	Communication Challenges for Entrepreneurs	
WHCP 6240	Persuasive Writing for Business Leaders	
<b>Total Course Units</b>		<b>9.5</b>

<sup>1</sup> Students cannot enroll in both FNCE 6210 and FNCE 6230.

<sup>2</sup> STAT 6210 is by placement only.

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The degree and major requirements displayed are intended as a guide for students entering in the Fall of 2024 and later. Students should consult with their academic program regarding final certifications and requirements for graduation.

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