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 backgrounds 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.

Only one (1) CU of pass/fail coursework can be counted toward the Organizational Effectiveness major.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Course Units</th>
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</thead>
<tbody>
<tr>
<td>MGMT 611</td>
<td>Managing Established Enterprises</td>
<td></td>
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<tr>
<td>MGMT 612</td>
<td>Management of Emerging Enterprises</td>
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Select 1 of the following:

MGMT 624 Leading Diversity in Organizations  2.5
MGMT 625 Corporate Governance, Executive Compensation and the Board
MGMT 671 Executive Leadership
MGMT 691/ LGST 806/ OIDD 691 Negotiations
MGMT 740 Leading Effective Teams
MGMT 751 Strategic Management of Human Assets
MGMT 772 Power and Politics in Organizations
MGMT 773 Managing Organizational Change
MGMT/OIDD 793 People Analytics
MGMT 794 Understanding Careers and Executive Labor Markets
MGMT 802 Change, Innovation & Entrepreneurship
MGMT 816 Building Human Assets in Entrepreneurial Ventures
MGMT 892 Advanced Study Project - Collaborative Innovation Program

Organizational Effectiveness Major Requirements

Select 2.5 course units from the following:

Finance

Corporate Finance

Select one of the following:
FNCE 611 Corporate Finance
FNCE 621 Corporate Finance (Half CU)

Macroeconomics

Select one of the following:
FNCE 613 Macroeconomics and the Global Economic Environment
FNCE 623 Macroeconomics and The Global Economic Environment (Half CU)

Legal Studies

LGST 611 Responsibility in Global Management
or LGST 612 Responsibility in Business

Microeconomics

MGEC 611 Microeconomics for Managers: Foundations
MGEC 612 Microeconomics for Managers: Advanced Applications

Management

MGMT 610 Foundations of Teamwork and Leadership
MGMT 611 Managing Established Enterprises
or MGMT 612 Management of Emerging Enterprises

Marketing

MKTG 611 Marketing Management
MKTG 612 Dynamic Marketing Strategy
or MKTG 613 Strategic Marketing Simulation

Statistics

Select one of the following:
STAT 613 Regression Analysis for Business
or STAT 621 Accelerated Regression Analysis for Business

OIDD

OIDD 611 Quality and Productivity
or OIDD 615 Operations Strategy

Select one of the following:  2
OIDD 611 Quality and Productivity
OIDD 612 Business Analytics
OIDD 613 Online Business Models and the Information-Based Firm
OIDD 614 Innovation
OIDD 615 Operations Strategy

MBA Core Requirements

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<tr>
<td>ACCT 611</td>
<td>Fundamentals of Financial Accounting</td>
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<tr>
<td>ACCT 613</td>
<td>Fundamentals of Financial and Managerial Accounting</td>
<td></td>
</tr>
<tr>
<td>FNCE 611</td>
<td>Corporate Finance</td>
<td></td>
</tr>
<tr>
<td>FNCE 621</td>
<td>Corporate Finance (Half CU)</td>
<td></td>
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<tr>
<td>FNCE 613</td>
<td>Macroeconomics and the Global Economic Environment</td>
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<td>LGST 611</td>
<td>Responsibility in Global Management</td>
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Electives

Select 7 course units of electives

Statistics

Select one of the following:
STAT 613 Regression Analysis for Business
or STAT 621 Accelerated Regression Analysis for Business

Management Communication

WHCP 611 Management Communication
Select one of the following: 0.25

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<td>WHCP 612</td>
<td>Advanced Persuasive Speaking</td>
</tr>
<tr>
<td>WHCP 615</td>
<td>Communication Challenges for Entrepreneurs: ‘Pitching your Business’</td>
</tr>
<tr>
<td>WHCP 624</td>
<td>Persuasive Writing for Business Leaders</td>
</tr>
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</table>

Total Course Units 9.5

1. Students cannot enroll in both FNCE 621 and FNCE 623.
2. Students must take at least one of OIDD 611 and OIDD 615, and may take both to satisfy the requirement.
3. STAT 621 is by placement only.

The degree and major requirements displayed are intended as a guide for students entering in the Fall of 2020 and later. Students should consult with their academic program regarding final certifications and requirements for graduation.