

Human Dimensions of Organizations (HDO)

HDO 301 Introduction to the Human Dimensions of Organizations 3 Hours

Introduction to organizations and how the liberal arts can examine, analyze, and change them. Defines organizations from a liberal arts standpoint; survey of career opportunities related to the human dimensions of organizations.

HDO 310 Researching People-Centered Problems 3 Hours

Introduction to mixed-methods research using active learning and project-based assignments. Explore the basics of qualitative and quantitative research methods, research ethics, teamwork, project management, and problem-solving.

HDO 119S, 219S, 319S, 419S, 519S, 619S, 719S, 819S, 919S Topics in Human Dimensions of Organizations 1-9 Hours

This course is used to record credit the student earns while enrolled at another institution in a program administered by the University's Study Abroad Office. Credit is recorded as assigned by the study abroad adviser in the College of Liberal Arts. University credit is awarded for work in an exchange program; it may be counted as coursework taken in residence. Transfer credit is awarded for work in an affiliated studies program.

HDO 322L Law and Organizations 3 Hours

Examine the intersection of law and organizational/workplace practices. Explore how law regulates the workplace (e.g., laws about sexual harassment), how organizations do or do not comply with the law, and the ways that organizational practices may affect legal standards.

HDO 325 Strategic Human Resources Management 3 Hours

Overview of the personnel function, covering recruitment, compensation, equal employment, job analysis, training, benefits, employee discipline, collective bargaining, safety, and health.

HDO 325N Organizational Ethics 3 Hours

Examine the practical and theoretical aspects of ethical issues in organizations, including philosophical, psychological, anthropological, and strategic approaches.

HDO 129S, 229S, 329S, 429S, 529S, 629S, 729S, 829S, 929S Topics in Human Dimensions of Organizations 1-9 Hours

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HDO 330 Topics in Human Dimensions of Organizations 3 Hours

HDO 330C Creativity and Innovation in Organizations 3 Hours

Explore creative tools people use to solve problems.

HDO 330L Organizational Learning 3 Hours

Examine theory regarding organizations, learning, and change. Utilize theory to interact with and analyze real and hypothetical cases of passive and active organizational learning. Experiment with applied tools and techniques for analyzing and managing organizational learning.

HDO 350 Identities in Organizations 3 Hours

Explore how intersecting identities shape both individuals' and groups' experiences of various organizations.

HDO 359H Honors Research I 3 Hours

HDO 360 Conference Course 3 Hours

Study selected problems in the field of human dimensions of organizations, which can include independent study of a content area, research assistance, or other faculty-supervised independent activity.

HDO 365 Bias 3 Hours

An interdisciplinary introduction to bias from the perspectives of psychology, political science, business, philosophy, and linguistics.

HDO 379 Applying the Human Dimensions of Organizations 3 Hours

Explores multidisciplinary methods of the human dimensions of organizations with an external entity. Focus on the role of the liberal arts viewpoint in practical settings.

HDO 379H Honors Research II 3 Hours

Supervised conference course for honors candidates in Human Dimensions of Organizations.

HDO 380 Cultural Perspectives on the Human Dimensions of Organizations 3 Hours

Examines broad aspects of the role of culture in organizations through a variety of disciplinary lenses. Culture includes both global cultures, as well as cultures created by organizations.

HDO 381 Individual Perspectives on the Human Dimensions of Organizations 3 Hours

A general introduction to the roles of individuals in organizations from a multidisciplinary perspective.

HDO 382 Approaches to Leadership 3 Hours

Examines broad aspects of organizational leadership through a variety of disciplinary lenses.

HDO 383 Society, Culture and Organizational Diversity 3 Hours

Examines multidisciplinary frameworks for understanding society and culture in organizations. The effects of gender, race/ethnicity, sexual orientation, culture, and globalization on organizational change may be discussed.

HDO 384 Organizational Inertia, Decision Making and Change 3 Hours

Reviews theories and methods for understanding how organizational environments support habits, and how individuals and groups make decisions.

HDO 285 Organizational Ethics 2 Hours

Examines ethics as they pertain to organizational contexts.

HDO 386 Persuasion and Argumentation 3 Hours

Focuses on how effective persuasion works within organizations and at the individual level.

HDO 287 The Structure of Organizations 2 Hours

A multidisciplinary approach to understanding how money, information, and influence flow through organizations and between related organizations.

HDO 388 Conference Course in Human Dimensions of Organizations 3 Hours

Individual directed study of selected topics in related human dimensions of organizations field.

HDO 289 Writing and Researching Organizations 2 Hours

Exposure to various approaches to organizational writing and research. Explores the ways these approaches might inform student Capstone Projects. Examines strategies to plan, organize, and execute an organization-based research project.

HDO 390 Qualitative Research Methods 3 Hours

Covers qualitative approaches to studying people in organizational settings. Approaches may include narrative, phenomenology, grounded theory, ethnography, case studies.

HDO 391 Quantitative Research Methods 3 Hours

Quantitative approaches for studying the human dimensions of organizations. Examines the mechanics and assumptions of common methods in quantitative methods, including experimental design, survey research, and quantitative coding of archival data. Emphasizes students' ability to know and identify what types of research questions are best-suited to the different quantitative approaches. Reviews the types of data that various designs produce, and some basic statistical assessments of quantitative data.

HDO 292 Computational Methods 2 Hours

Analyzing and interpreting data drawn from large-scale data sets. Approaches include social network analysis, web analytics, and linguistic corpus analysis.

HDO 695 Capstone Project 6 Hours

Focuses on the completion of the capstone project, the culmination of work in the human dimensions of organization degree.

HDO 197 Practicum in Human Dimensions of Organizations 1 Hour

Applied study in human dimensions of organizations.