

# Bachelor of Science in Organizational Management (BSOM - Quest)

## Department Faculty

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The Bachelor of Science in Organizational Management program (BSOM - Quest) is structured for those who have at least 60 semester hours of transferable college credit, approximately five years of work experience, and are currently working in some organizational setting which allows for field application of course content. The program gives students a unique opportunity to complete a bachelor's degree with an academic schedule that accommodates the work schedules of adult students. All applicants for this program must apply through the Quest office. BSOM policies and procedures are outlined in the Quest Student Handbook provided through the Quest office.

## Admissions Requirements

Admissions requirements for this program are outlined as follows:

1. Students must be at least 23 years of age.
2. Students must be currently active in either the workforce or some type of community service and must have had approximately five years of work experience or community involvement in the past.
3. Students must have completed a minimum of 60 semester hours of undergraduate college credit with a minimum GPA of 2.00. No credit will be awarded for courses with grades below "C-" or for duplicate or remedial courses. The 60 semester hours should include as many as possible of the following general education core courses:

ENG 111. English Composition .....3

Fine Arts Distribution Requirement *	3
Humanities Distribution Requirement *	6
Mathematics Core Requirement	3
Natural Science Distribution Requirement *	3
Social Science Distribution Requirement *	6

\* See Core and Distribution Requirements on page 24. The Natural Science course is not required to have a laboratory component, but is preferred.

A student may be allowed to enter the program with minimal deficiencies in the general education requirements listed above (with the exception of English Composition) or in the number of credits required to enter the program. Because students must fulfill all general education core requirements prior to graduation, any deficiencies will be described to the prospective student at the time of acceptance into the program. Students are advised not to take more than one additional course at a time while enrolled in the program.

4. All students must submit an official transcript from each institution previously attended. Transfer coursework will be evaluated in terms of level, content quality, comparability, and degree program relevance by the appropriate academic department at Covenant.
5. All students must submit an entrance essay and have it approved.

## Transfer of Credit

Acceptable credits for transfer include the following:

- Coursework from regionally accredited programs and other coursework from programs that are appropriate to apply toward a baccalaureate degree program
- CLEP, Advanced Placement, and other recognized national examinations (maximum of 30 hours)
- Military or training evaluated by the American Council on Education (ACE) (maximum of 30 hours)
- A maximum of 70 semester hours may be transferred from a two-year program or approved non-accredited program.

## Graduation Requirements for a Bachelor of Science in Organizational Management

The Bachelor of Science in Organizational Management (BSOM) curriculum is taught in a series of consecutive courses during three semesters. All major field requirements and general education requirements must be completed prior to graduation.

## General Education (Core) Requirements

BIB 251. Biblical Literature.....	3
BIB 253. Spirituality in the Workplace.....	3
ENG 111. English Composition .....	3
Fine Arts Distribution Requirement * .....	3
Humanities Distribution Requirement * .....	6
Mathematics Core Requirement.....	3
Natural Science Distribution Requirement *.....	3
Social Science Distribution Requirement * .....	6
General education core subtotal .....	30

\* See Core and Distribution Requirements on page 24. The Natural Science course is not required to have a laboratory component, but is preferred.  
 Note: Both Bible courses are included in the BSOM curriculum.

## General Electives

Transfer or other Covenant elective courses .....	57
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## Major and Supporting Course Requirements

IDS 461. Applied Research Methods I.....	3
IDS 471. Applied Research Methods II .....	3
MGT 400. Group and Team Dynamics.....	3
MGT 410. Managerial Communication .....	3
MGT 420. Managerial Ethics.....	3
MGT 430. Principles of Management.....	3
MGT 440. Principles of Leadership.....	3
MGT 450. Organizational Behavior.....	3
MGT 460. Human Resource Management.....	3
MGT 470. Managerial Marketing .....	3
MGT 480. Entrepreneurship .....	3
MGT 490. Strategic Management I: Concepts.....	3
MGT 495. Strategic Management II: Applications.....	3
Total hours for the major .....	39
Total degree hours .....	126

To be eligible for academic honors, a student must complete a minimum of 60 semester hours of graded course work at Covenant College.

## Organizational Management Program Courses

### **BIB 251. Biblical Literature**

This course will survey the biblical literature from the perspective of the unfolding of God’s covenants. In the Old

Testament, emphasis is given to the promise made with Abraham. This promise is followed through the different periods of Old Testament history, concluding with the expectation of the prophet Malachi. The New Testament emphasizes the fulfillment found in the person of Jesus “the Christ” (Gospels). The “good news” of Jesus is taken throughout the Roman Empire (Acts and Epistles). The books of the Bible will be studied as they appear in this historical framework. Three credit hours/five sessions.

### **BIB 253. Spirituality in the Workplace**

This course will explore the biblical concept of the Kingdom of God for the purpose of formulating a Christian worldview and a vision for transforming the world in which the student lives. Emphasis is placed upon living Christian faith and pursuing the Kingdom of God in the workplace. Three credit hours/five sessions.

### **IDS 461. Applied Research Methods I**

This course is based on lectures and exercises designed to teach students how to make business decisions using their experience, intuition, and researched data. Students design a research project based on a work-related topic, develop and implement a survey instrument, and complete a literature review as part of the research project. The project culminates in a comprehensive paper in Applied Research Methods II. Three credit hours/five sessions.

### **IDS 471. Applied Research Methods II**

This course requires students to complete and submit the comprehensive research paper begun in Applied Research Methods I. Students must complete the data-gathering process, report results with statistical analyses including charts and graphs, draw conclusions, and make recommendations as part of the research project. Three credit hours.

### **MGT 400. Group and Team Dynamics**

A study of how human and group behavior affects organizational effectiveness. Emphasis is placed on team building, decision making, and resolving conflict. Students will use models of group and team building for efficient and productive group and individual management. Three credit hours/five sessions.

### **MGT 410. Managerial Communication**

This course focuses on the knowledge and development of effective communication skills in a management setting. Students are expected to design and deliver professional work-related presentations, including visual aids, and to produce accurate and efficient business documents. Three credit hours/five sessions.

### **MGT 420. Managerial Ethics**

Ethical theories and personal values are examined through readings and discussion, especially as they relate to

organizations. Students will develop a personal model for making ethical decisions in the workplace. Three credit hours/five sessions.

#### **MGT 430. Principles of Management**

This course introduces students to the practice of management. Students will analyze and apply the functions of management (planning, organizing, directing, and controlling). Students will critique classic organization theory. Three credit hours/five sessions.

#### **MGT 440. Principles of Leadership**

This course offers participants the opportunity to identify, cultivate, and enhance their personal leadership capacity, explore the basic principles and concepts of effective leadership, understand leadership from a biblical worldview, and apply and practice leadership strategies essential to leadership effectiveness in their personal, civic, and professional settings. Three credit hours/five sessions.

#### **MGT 450. Organizational Behavior**

Students examine human behavior in organizations in both theory and applied managerial practice. The focus is on three levels of analysis: individuals, groups, and organizations. Students will conduct in-depth personal analyses of their knowledge, beliefs, feelings, and actions. Topics covered include morale, diversity, motivation, attitudes, stress, communication, culture, and change. Examination and analysis of behavior and performance within their work organization is included. Three credit hours/five sessions.

#### **MGT 460. Human Resource Management**

This course provides a general manager's perspective on the human resource function in organizations. Students will develop skills in applying current thought and techniques for managing employees and interfacing with a Human Resource Department to enhance organizational effectiveness. Three credit hours/five sessions.

#### **MGT 470. Managerial Marketing**

Application of basic marketing theory and terminology to writing, presenting, and analyzing a formal marketing plan, thereby developing the marketing skills and confidence managers need to succeed in today's rapidly changing environments. Three credit hours/five sessions.

#### **MGT 480. Entrepreneurship**

A study of how an individual or a group of individuals use organized efforts to pursue opportunities to create value and grow by fulfilling wants and needs through innovation and uniqueness, no matter what resources the entrepreneur currently possesses. Emphasis will be placed on venture start-up issues, planning the venture, organizing the venture, and launching the venture. Students will develop a plan for an actual venture. Three credit hours/five sessions.

#### **MGT 490. Strategic Management I: Concepts**

This course examines the role of management in strategy formulation, implementation, and evaluation. This course is designed to provide Organizational Management students with their first look at the "big picture" of organizational planning. The purpose of strategic management is intended to create and extend sustainable competitive advantage. MGT 490 focuses on the concepts and tools necessary for successful strategic management. Three credit hours/five sessions.

#### **MGT 495. Strategic Management II: Applications**

This course examines the role of management in strategy formulation, implementation, and evaluation. MGT 495 is designed to provide Organizational Management students with practice in using strategic management through analyzing business cases and managing a simulated business. Both the business case analysis and the business simulation will focus on using strategic management concepts and tools to create and extend sustainable competitive advantage. Prerequisite: MGT 490. Strategic Management I: Concepts. Three credit hours/five sessions.

## Elective Courses

These elective courses are not currently open to students in Covenant's traditional programs. Contact the Quest Office for more information.

#### **BIB 252. Christian Doctrine**

This discussion of Christian beliefs will be centered around the following six topics: (1) the Bible, (2) the triune God, (3) sin and its effects, (4) Jesus "the Christ," (5) the Christian church, (6) the study of last things. The topics will be studied from a scriptural and historical point of view. The perspective will be from the Protestant viewpoint, and at times Presbyterian distinctives will be presented. Three credit hours/five sessions.

#### **CDV 300. Living and Working in a Multicultural Context**

This course covers key principles and issues involved with successfully living and working in a multicultural environment whether in or outside of the U.S. The course will work to equip the student with the knowledge, attitudes, and beginning skills to be a successful worker in any cultural environment. Students will examine the geographic, ethnic, and socio-economic based attitudinal and behavioral norms or tendencies that have influenced them and compare these with other peoples in the U.S. and around the world; specific emphasis will be placed on the culture of the Hispanic work environment. Three credit hours/eight sessions.

#### **ENG 114. Introduction to Literature**

An introduction to the enjoyment and understanding of plays, poems, and works of fiction. Works studied will reflect human concerns and ideas in various cultures. Special attention will be given to modern literature and a Christian understanding of our own culture. For students not pursuing a major or minor in English. Three credit hours/eight sessions.

#### **FIN 210. Personal Finance**

Are your personal finances in order? Do you have a budget? In today's world, our personal financial health has become even more important than ever. This course covers areas such as financial planning, insurance, budgeting, cash flow management, and proper borrowing practices in light of a variety of Christian perspectives. Three credit hours/eight sessions.

#### **HIS 112. History of the United States Since 1877**

A study of the political, diplomatic, social, cultural, and religious phases of American life since 1877. This course is designed as a general survey course which emphasizes an interpretive approach. Three credit hours/eight sessions.

#### **IDS 202. Popular Culture**

This course is designed to help students understand the cultural ideas that shape their lives and influence their actions. Attention is focused on the music, people, and events that have played a major role in American culture since 1950. Time will also be spent critiquing popular media like movies, music, news, and MTV. The goal is to give students the necessary tools for living a life of full-orbed obedience to Jesus Christ. As society moves into the twenty-first century, today's college students will assume leadership positions in families, churches, government, and careers. This course is designed to help prepare students to serve effectively by understanding the spirits of the age and how they seek students' allegiance. Three credit hours/eight sessions.

#### **IDS 345. Athletics, Sports, and Religion**

This course is an examination of the powerful role of sports and athletics as almost a religion in American society today. Beginning with the background of the Olympic games of the ancient world, we will explore several challenging ethical issues and behaviors in modern sports today. Has organized sports for children distorted the sense of "play" once associated with games? Should athletes be "role models" for children or not? Has all the money killed the sense of the game in professional sports? Has the continued growth of athletic violence, fights, and even criminal behaviors robbed American society of more than just the multi-billions of dollars spent on athletic contests year after year? We will address these questions and more in this course. We will also look at the positive aspects of athletics as a venue for breaking racial and gender barriers, developing a sense of teamwork, healthy living, and even inspiring patriotism.

Students will learn about the athletic world, both ancient and modern, with a goal of gaining a deeper appreciation and understanding of the role of sports in society. Three credit hours/eight sessions.

#### **MAT 132. Concepts in Mathematics for Organizational Management Students**

The course may cover problem solving, set theory, mathematical logic, functions, counting methods, probability, statistics, and mathematics of finance. The course is designed to fulfill the general education core mathematics requirement. Three credit hours/eight sessions.

#### **MGT 425. Readings in Organizational Management**

Special topics in the field of organizational management are explored through a series of readings which are read independently. Opportunity for exploring topics of the student's individual interest is included. Three credit hours/five sessions.

#### **MGT 426. Creative Problem Solving**

The objective of this course is to examine the components of any problem to determine which ones lend themselves to change and solution. Creativity is stressed as a new way of approaching a problem and designing solutions that satisfy the purposes of both the individual and the organization involved. Three credit hours/five sessions.

#### **MGT 435. Conflict Management I: Survey**

This course contains an overview of dispute resolution methodologies, comparing secular and Christian models, with an emphasis on responding to conflict in ways informed by a Christian worldview. Three credit hours/five sessions.

#### **MGT 436. Conflict Management II: Skills**

This course includes development of basic skills in negotiation and conflict, with an emphasis on helping others respond to conflict in ways informed by a Christian worldview. Prerequisite: MGT 435. Conflict Management I: Survey. Three credit hours/five sessions.

#### **MGT 437. Conflict Management III: Application**

This course continues the development of basic skills in mediation, with an emphasis on helping others respond to conflict in ways informed by a Christian worldview. Prerequisite: MGT 436. Conflict Management II: Skills. Three credit hours/ five sessions.

#### **MGT 446. Managing Improvement**

This course focuses on the knowledge and development of an effective improvement model required to lead and manage change in an organizational setting. Process improvement is both a science and an art, and the course will blend components of each of these two aspects. Students

will learn how to collect and analyze data necessary to develop, test, and implement change. Methods to enhance creativity in problem solving will be presented. Broader issues relating to transforming the culture to promote an environment of improvement will also be explored. Students are expected to demonstrate basic process improvement skills through a professional presentation of an improvement application. Three credit hours/five sessions.

### **MUS 170. Music Appreciation**

This course is designed as an introductory study of the basic written and aural elements of music terminology and theory as well as an exploratory survey of the diverse aspects of musical style and elements of music within historical and cultural contexts. The musical survey of repertory includes examples from western art music, nonwestern musical culture, Christian hymnody and contemporary musical styles. Three credit hours/eight sessions.

### **PE 151. Concepts in Physical Education, Fitness, and Health**

Introduction to principles of physical education, fitness, and health. Topics to be covered through lectures and laboratories include exercise physiology, fitness testing, nutrition, diet, systems of training and motor skill acquisition for lifetime sports. Development of a personal exercise program will be the culminating activity for the course. Two credit hours/six sessions.

### **PSY 202. Personality in Work Organizations**

An exploration of contemporary theories of personality applied to organizational settings. Emphasis will be given to trait-and-factor theories, cognitive theories, and motivational theories of personality with specific application to organizational behavior. Additional topics include research and measurement of personality and cross-cultural differences in personality expression. Three credit hours/eight sessions.

### **PSY 302. Psychology of Workplace Stress**

This course explores the problem of stress in the workplace. Topics include theories of stress, definition and identification of workplace stressors, consequences of workplace stress to individuals and organizations, and individual and organizational strategies for prevention and management of workplace stress. This course integrates psychological theories of stress and stress management with practical analyses of students' own coping strategies and their organization's climate relative to stress. Three credit hours/eight sessions.

### **PSY 303. Developmental Psychology**

A comprehensive survey of the development of the human individual from conception through adolescence. Consideration is also given to the methods of investigation employed. Topics include theories of development, research

methods, infancy, childhood, and physical, cognitive, emotional, social, and moral development. Three credit hours/eight sessions.

### **SOC 141. Principles of Sociology**

This course is an introduction to the discipline of Sociology from a Christian perspective. It will present basic sociological concepts in a broad overview of the discipline, focusing on important topics, such as culture and social change, deviance, family and education, politics and economy, and others. Our goal is to integrate a sociological imagination with a Christian faith perspective, and to use it to inform our understanding of the social worlds we live in. Three credit hours/eight sessions.

### **SOC 229. Cultural Anthropology**

This course provides students with a general introduction to the study of diverse, contemporary cultures across the globe, including our own. Areas of language, religion and worldview, family, and social organization, among others, are explored and discussed in light of our Christian faith and Biblical truth. Be ready to be transported across geographical boundaries to new, exciting, and exotic places and people groups. Three credit hours/eight sessions.

### **SOC 419. Social Diversity and Inequality**

This course offers an in-depth look at the condition of diversity and inequality in American society. Students will gain knowledge of the past and present experiences of various racial-ethnic groups and their dynamic relations with each other which will be applied to our social and work lives. We will use a Christian faith perspective to better understand prejudice and racism and to look at ways toward improvement, including the potential role of multi-ethnic churches. Three credit hours/eight sessions.

### **SPA 101. Elementary Spanish I**

An introduction to the Spanish language with extensive practice in pronunciation, simple conversation, aural comprehension, fundamentals of grammar, and reading short passages. Basic sentence patterns and grammatical principles will be reinforced through a great many oral and written activities and exercises. Aspects of Hispanic culture will also be explored. Practical application emphasis. Three credit hours/eight sessions.