Management 589:02W – Independent Study - Organizational Competencies

Office:	903-886-5115	**I prefer email.**	Email: mildred.pryor@tamuc.edu
Semester:	8/25 - 12/12/2014	**Meeting Dates, Time/Place:**	Virtual and by appointment

In this course, students play four roles (As you assume these roles, this may change the course syllabus): (1). Valued customers of Texas A&M University-Commerce; (2) Co-Managers of the teaching/learning process; (3) Products whom we supply to employers, and (4) To a lesser extent, in-process or raw materials as you acquire additional knowledge.

MGT 589 Independent Study – Organizational Competencies – Course Description

Independent Study. One to four semester hours. Individualized instruction/research at an advanced level in a specialized content area under the direction of a faculty member. May be repeated when the topic varies. Prerequisite: Consent of department head. This three hour independent study involves research on, and applications of, concepts, theories and tools relating to organizational competencies.

Course Objectives

Students completing this course will:

1. Understand, and be able to apply, concepts, theories, and tools relating to Organizational Competencies, including job-specific competencies;

2. Conduct research in scholarly journals and write a paper on the topic of Best Practices in Organizational Competencies.

3. Understand the history of Organizational Competencies and how they have changed over time in order to suggest future changes as documented in the literature or anticipated by the student based on research.

4. Understand and be able to create, update and/or align job-specific competency models.

5. Understand how to identify, implement, conduct, coordinate and/or standardize competency training (technical and other training); and

6. Learn how to develop, implement, manage and report on measures for training and related activities in order to demonstrate value, benefit and return on investment.

Textbook: This is an independent study research course. No textbook is required. Use of scholarly, refereed journal articles is required.

Students with Disabilities: The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with

disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact: Office of Student Disability Resources and Services, Texas A&M University-Commerce, Gee Library, Room 132, Phone (903) 886-5150 or (903) 886-5835, Fax (903) 468-8148 - StudentDisabilityServices@tamuc.edu

Code of Student Conduct: All students will follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. Professors "are expected to uphold and support student integrity and honesty by maintaining conditions that encourage and enforce academic honesty. Conduct that violates generally accepted standards of academic honesty is "Academic dishonesty." It includes, but is not limited to, plagiarism (the appropriation or stealing of the ideas or words of another and passing them off as one's own), cheating on exams or other course assignments, collusion (the unauthorized collaboration with others in preparing course assignments), and abuse (destruction, defacing, or removal) of resource material." In accordance with the Texas A&M University-Commerce Code of Student Conduct, the penalties for students guilty of academic dishonesty include disciplinary probation, suspension, and expulsion.

Assignments

Submit to professor weekly research results and explanation of work toward final project. Final deliverable is a research project which includes a research paper. APA format is required for final submission only.