

BA FLEX LEADERSHIP AND MANAGEMENT (BALM)

BALM 100X | Introduction to Business Administration | 1 cr

Orients student to the academic design of the major and to the professional competencies in their intended discipline.

Prerequisites: Admission to the Flexible Option Program and consent of program representative.

BALM 200X | Analysis of a Selected Organization's Navigation of Law and Ethics | 3 cr

Examines negotiation, conciliation court rules and complaints, as well as the paperwork to form a limited liability company. Culminates in an interview with a business owner covering how the business owner plans for potential disputes, uses contracts, has selected a legal entity for the business, deals with government regulations, and the role ethics plays in the business operation.

Prerequisites: Admission to the Flexible Option Program and consent of program representative.

BALM 300X | Introduction to the HRM Function | 3 cr

Explores the function of human resource management (HRM) within organizations, including how it contributes to organizational strategy, the difference between strategic and transactional HRM, and how HRM supports other business areas. Covers basic skills in the areas of job analysis, recruitment, selection, training, development, compensation, employee relations, employment/labor law, ethics, and performance management.

Prerequisites: Admission to the Flexible Option Program and consent of program representative.

BALM 310X | Organizational Behavior and Leadership | 4 cr

Explores effective behavior in organizations covering the individual in the workplace, teams and team dynamics, and applying the knowledge in an organizational setting. Includes evaluating, assessing, and recommending appropriate communication styles and strategies related to specific business scenarios.

Prerequisites: ENGL 101; admission to the Flexible Option Program and consent of program representative.

BALM 320X | Project Planning, Requirements, and Stakeholder Management | 2 cr

Provides an opportunity for the creation of a comprehensive project plan. Requires completion of a project charter, project scope statement, cost benefit analysis, work breakdown structure, and other components using Microsoft Project.

Prerequisites: BAMA 102X, BAOS 300X; admission to the Flexible Option Program and consent of program representative.

BALM 321X | Project Budget, schedule, Quality and Risk Management | 1 cr

Applies critical path analysis, earned value analysis, risk analysis, probability impact matrix, project quality management tools, and project management process groups and knowledge areas to a given project scenario. Explains how the five process groups and ten knowledge areas interact with each other.

Prerequisites: BALM 320X; admission to the Flexible Option Program and consent of program representative.

BALM 400X | Strategic Management | 3 cr

Introduces strategic management, the different levels of planning in an organization, and the organizational structure as it pertains to planning. Includes the process of conducting a SWOT analysis of a local organization and its setting, seek out opportunities and risks, and provide a set of recommendations that will lead to a competitive advantage.

Prerequisites: BAEF 302X, BAMS 301X, BALM 310X, BAOS 300X, 321X; admission to the Flexible Option Program and consent of program representative.

BALM 410X | Designing Solutions for Business Challenges | 4 cr

Identifies an organization and its business challenges, designs solutions, identifies one best possible solution, and formulates the solution. Includes design of a mechanism to monitor and evaluate the effectiveness of the solution on a regular basis.

Prerequisites: BALM 300X, 400X; admission to the Flexible Option Program and consent of program representative.