

Pepperdine university

Business



Pepperdine Case Study Analysis Pepperdine Case Study Analysis Pepperdine University has one of the largest business schools in the country known as the Graziadio School of Business and Management (Thomson, 1993). In addition, the school has the third largest part-time MBA program. It also provides graduate education aimed at different markets. An example of the graduate education is the specialized master's degree in organizational development whose program curriculum consists of 10 four-unit classes over 22 months.

The MSOD program office has an organizational structure which consists of a faculty director, a program administrator and an administrative assistant. The MSOD program administrator was responsible for marketing and recruiting new students, managing the delivery logistics of the off-site program, managing the students' registration and financial relationships with the university and maintaining relationships with the MSOD alumni (Otis, 1993). The proposal is to change the job design of the MSOD program administrator. The proposal suggested that he continue to perform all the current duties of the position and in addition provide administrative support to two PKE classes from their initial class to graduation. Moreover, he would receive additional compensation for the title change and increased responsibilities. The proposed change should occur to improve efficiencies, to recognize the MSOD program Administrator's outstanding productivity and to cut cost at the university level.

In conclusion, Pepperdine University will benefit from the proposal to change the job design of the program administrator's staff. The proposed change will also reduce the work load of the job position and enhance work productivity and efficiency. The proposed change will also ensure that tasks are shared

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between various departments to ensure faster delivery and work simplicity.

References

Otis, S. (1993). Aligning organization to strategy: A case study. Pepperdine University, research project (MSOD).

Thomson, I. (1993). A case study in a knowledge-based contractually staffed organization. Pepperdine University, research project (MSOD).