

# DMGT - Doctor of Management

## DMGT 7140 Statistical Analysis (3)

Introduces the students to topics in statistical analysis as a preparation of the research courses and their work on the doctoral project. The focus will include data analysis for research applications. Topics include: hypothesis testing and confidence intervals, correlation, linear regression and multiple regression. Additional topics may include path modeling, discriminate analysis and structural equation modeling.

## DMGT 7160 Quantitative Research Methods (3)

Focuses students on quantitative research design and methodology in the organizational context. Topics include research question formulation, design issues, theory-based hypothesis development, validity and reliability, choice of measurement tools, sampling and statistical planning, and research reporting. Students will develop a research proposal related to dissertation interests.

## DMGT 7180 Qualitative Research Methods (3)

Introduces the students to qualitative methods and designs in the context of organizational research. Particular attention is given to the indications for qualitative methods and designs, such as research history of the topic and nature of the topic. Students will be exposed to several models of qualitative methods and designs, including: case studies, qualitative software and program evaluation. Students will be expected to develop a qualitative research design proposal.

## DMGT 7300 Foundations of Management Research (3)

This seminar will introduce students to a variety of modern management research topics and readings, and the methodology and tools used to investigate them. Students will explore the role of sound theory in informing management decisions, and prepare a preliminary research paper on a course-related topic.

## DMGT 7330 Managing in the Global Marketplace (3)

Explores global issues confronting the twenty-first century manager. Topics included are: impact of culture on management of the global organization, commercial implications of the new regionalism, product and services marketing in the global marketplace, and countertrade.

## DMGT 7350 Topics in Technology (3)

Examines the principles of managing technology. Students review the skills necessary to manage technology and review emerging technologies destined to dominate markets of the twenty-first century, with the international dimensions of technology management receiving special emphasis. Students will be expected to develop a theoretical article ready for journal submission.

## DMGT 7370 Topics in Leadership (1-3)

This course features diverse topics that emphasize elements of managerial leadership and change. Topics may include various elements of managerial leadership such as decision-making, conflict management, negotiations and organizational change.

## DMGT 7450 Strategic Management (3)

Examines from the viewpoint of the general manager how companies create and sustain competitive advantage, which requires an in-depth understanding of external factors including industry structure and rivalries as well as internal factors of the firm, and how these factors influence strategic responses. Both

process and leadership elements of strategy are discussed. The students analyze empirical research to help prepare them for their own research projects.

## DMGT 7500 Leadership (3)

Traces the evolution of leadership thought. Primary focus is given to the transactional and transformational theories of leadership to provide students with an understanding of the roles of leader and follower behavior. Students also explore emerging leadership theories including steward leadership, servant leadership, charismatic leadership and others.

## DMGT 7520 Organizational Development and Change (3)

Provides an overview of organizational development with an emphasis on planned change. Students explore major interventions including human process, technostructure, human resource management and strategic. Organizational development interventions are evaluated with special emphasis on modifications for international settings.

## DMGT 7750 Advanced Organizational Behavior (3)

This class is designed to provide an in-depth look at some of the major topics of interest in contemporary organizational behavior while also providing foundation knowledge in Organizational Behavior, including classic and contemporary theories as well as groundbreaking empirical studies. Drawing on theory and research in psychology, social psychology and organizational behavior, we will explore individual, interpersonal and group processes in work organizations. The emphasis will be on the development of models and hypotheses as well as the application and integration of theoretical support for student's research.

## DMGT 7800 Topics (3)

Special areas related to DMgt program objectives are examined. Students may take up to three hours as elective, and a second three hours if program necessity dictates. **Prerequisite:** Permission of the DMgt director.

## DMGT 7810 Survey Design and Methodology (3)

This course offers comprehensive knowledge and skills of survey methods so that students will be able to apply various techniques for data collection and will be able to solve problems related to sample survey. During the course, students will learn basic proposal development, instrument preparation, data collection and analysis, and presentation of the results. The course will focus on hands-on practice of survey methods through individual/group projects.

## DMGT 7900 Research Seminar (3)

This doctoral seminar is designed to provide students an opportunity to work one-on-one with a faculty member to develop a conference-ready theoretical paper. The focus is on the development of the following: writing skills, hypothetical development, theory integration, review skills, revision proficiencies, and feedback integration. Students will be expected to submit their theoretical paper to at least one peer-reviewed conference or other outlet.

*Note: A student must complete this course with a grade of B or better to advance to the methodology courses.*

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## **DMGT 8000 Doctoral Project (9)**

The student completes the doctoral research project, which demonstrates the student's ability to design and conduct research on a management or organizational problem. Emphasizes a problem-solving approach to a business or management problem.

**Prerequisites:** Completion of all other doctoral courses and approval by the director of the doctoral program.

## **DMGT 8010 Project Completion (0)**

For students who have fulfilled DMGT 8000 requirements and are making reasonable progress on their doctoral projects. This course keeps students active in the University system. May be repeated as needed during standard five-year program window.

**Prerequisite:** Formation of doctoral project committee and permission of the DMgt director.