

Tusculum College – Graduate and Professional Studies
Master of Arts in Organizational Management
Course Descriptions

Directed Readings in Organizational Management is a three course sequence. MGMT 524 – Directed Readings in Organizational Management I will run concurrently with the MAOM coursework beginning with MGMT 520 – Analytical Tools for Management and ending with Management 513 – Economics for Managers. MGMT 525 – Directed Readings in Organizational Management II will run concurrently with the MAOM coursework beginning with MGMT 509 – Managerial Finance and ending with Management 506 – Applied Marketing Management. MGMT 526 – Directed Readings in Organizational Management III will run concurrently with the MAOM coursework beginning with MGMT 522 – Analytical Tools for Management and ending with Management 518 – Legal Environment of Organizations. The entire Directed Readings in Organizational Management sequence and MGMT 527 – Directed Research in Organizational Management are offered via independent study.

- **MGMT 524** **Directed Readings in Organizational Management I** – 1 credit hour
- **MGMT 525** **Directed Readings in Organizational Management II** – 1 credit hour
- **MGMT 526** **Directed Readings in Organizational Management III** – 1 credit hour

This three course sequence provides for supervised individual study of classic and contemporary literature as it relates to organizational management. Students will develop a comprehensive understanding of literature in management as well as related sub-disciplines of interest. (1 credit hour each)

- **MGMT 520** **Analytical Tools for Management I**

This course examines statistical methods for forecasting change and for decision-making in organizations. Data gathering, analysis and adaptation for differing conditions are covered, with emphasis on application to organizational management. (3 credit hours)

- **MGMT 505** **Applied Organizational Behavior**

This course provides a framework for understanding group dynamics, leadership, motivation, organizational theory, individual behavior and management styles. Emphasis is placed on the impact of these factors on organizational behavior. (3 credit hours)

- **MGMT 513** **Economics for Managers**

This course deals with the application of economic concepts to management decision-making. Students will examine the impact of differing industry conditions on organizational strategy, using micro-and macroeconomic tools for market analysis. (3 credit hours)

- **MGMT 509** **Managerial Finance**

This course covers the theory of managerial finance with applications. Students will utilize techniques and problems to maximize wealth through the application of discounted cash flow analysis. Emphasis is placed on risk, return, capital budgeting, and capital structure (3 credit hours)

- **MGMT 529** **Strategic Analysis & Planning**

This course focuses on strategic decisions and planning. Students will learn the tools and techniques used to analyze an organization's situation, identify future critical strategic issues, and make strategic choices that will impact long-term success of the organization. (3 credit hours)

- **MGMT 506** **Applied Marketing Management**

This course focuses on the application of marketing principles, concepts, and theory in the resolution of contemporary, strategic marketing management problems and opportunities. Students will apply marketing knowledge, decision-making and problem solving abilities. (3 credit hours)

- **MGMT 522** **Analytical Tools for Management II**

This course, a continuation of MGMT 520, examines techniques for process analysis, resource planning and project management. Methods for causal analysis, scheduling and sequencing are explored in the context of organizational management. (3 credit hours)

- **MGMT 507** **Strategic Human Resource Management**

This course provides a strategic examination of the theoretical foundations and contemporary practice of Human Resource Management. Core areas of emphasis include workforce planning and selection, employee training, reward systems, performance management, employee/management relationships and employment law. (3 credit hours)

- **MGMT 518** **Legal Environment of Organizations**

This course exposes students to the legal and ethical concepts encountered in the field of management. Emphasis is on the application of legal principles to complex management situations. (3 credit hours)

- **MGMT 530** **Strategy Implementation**

This course is an extension of MGMT 529 and will examine the challenges and complexities related to effective strategy implementation. From a macro-systems perspective, the course will focus on the application of planning, organizing, leading and controlling to achieve optimal alignment of the internal organization with the needs of intended strategies and environmental factors. (3 credit hours)

- **MGMT 527** **Directed Research in Organizational Management**

This course is a continuation of the Directed Readings in Organizational Management sequence. Each student will identify and address an organizational management analysis need. The resulting work product will integrate and apply the knowledge and methods covered in prior MAOM coursework. (3 credit hours) Prerequisite: Approved Directed Research Proposal
