

GENERAL MANAGEMENT (GMGT)

GMGT 7060 Readings in Business Administration 3 cr

Supervised readings in one of the areas of business administration including human resource management, industrial relations, organizational behaviour, policy and environment.

GMGT 7070 Administrative Studies Research Project 6 cr

Research in any one of the areas of administrative studies.

GMGT 7080 Research Methods 3 cr

Principles of research design and data collection with examples drawn across the areas of marketing management, industrial relations, policy analysis, etc. Both cases and computer-based exercises are used.

PR/CR: A minimum grade of C is required unless otherwise indicated.

Prerequisite: MSCI 5100.

GMGT 7090 Organizational Decision-Making 3 cr

A study of the goal-setting and decision-making processes in organizations and the implications for the growth and survival of such organizations.

GMGT 7100 Interpersonal Processes 3 cr

An examination of theories of interpersonal behaviour and processes as they apply to managerial situations. Emphasis upon individual behaviour and change, group dynamics, leadership behaviour, and communications.

GMGT 7110 Business and Its Environment 3 cr

Analysis of the environmental factors within which a business operates.

GMGT 7120 Organizational Power and Politics 3 cr

An examination of personal, interpersonal and organizational power in the context of organizational politics. Topics covered include rational versus political models of organizations, the accumulation and management of personal power, the politics of decision-making, the politics of managerial succession, the politics of budgets, authority, intergroup conflict, and bargaining and negotiation processes.

GMGT 7200 Critical and Creative Thinking 1.5 cr

This course introduces students to different ways of thinking about cognitive dimensions of organizational leadership. Approaches include the creative (divergent perspective), the critical (convergent perspective) and the holistic (systems-perspective) with special emphasis on understanding the nature and appropriateness of different forms of cognition in organizational leadership.

GMGT 7210 Strategy 3 cr

Students will integrate and apply concepts from various functional areas in analyzing organizational resources and capabilities, and environmental opportunities and threats. Students will study evolving strategic management problems and practices, and examine issues of formulation and implementation.

PR/CR: A minimum grade of C is required unless otherwise indicated.

Prerequisites: ACC 7010 (or ACC 6050), FIN 7020 (or FIN 6072), GMGT 7200, GMGT 7220 (or one of HRIR 7450 and GMGT 6030), MKT 7010 (or MKT 6080), OPM 7120 (or OPM 6090). (All grades C+ or better) Pre- or Co-requisites: FIN 7000 (FIN 7120 or IDM 7720), ACC 7020 (or ACC 6060), MIS 7120 (or MIS 6150), IDM 7000 and IDM 7002 (or IDM 7120 or IDM 7060), IDM 7130, and IDM 7510. (All grades C+ or better)

GMGT 7220 Managing People in Organizations 3 cr

This course examines strategies and methods for the management of people in organizations, their implications for organizational effectiveness, and both the challenges and opportunities they present to managers within the Canadian context and beyond.

GMGT 7230 Negotiations 3 cr

This course helps familiarize students with the principles of integrative and distributive bargaining as a tool for decision-making and conflict resolution. It draws on theory and research from psychology, economics, and conflict management, and allows students to apply these principles in simulated negotiation contexts.

GMGT 7350 Administration: Selected Topics 3 cr

Topics in one of the areas of business administration including human resource management, industrial relations, organizational theory and behaviour, and business policy and strategic management.

GMGT 7360 Organizational Behaviour and Self Development 3 cr

This course will operate in a seminar format with two goals. The first goal is to provide an environment in which the student can develop and manage to successful conclusion a project in which they have significant intrinsic interest. The second goal is to improve the student's understanding of the inner life of an organization by increasing his/her ability to discriminate between the organizational "ropes to skip and the ropes to know."

GMGT 7370 Managing Innovation 3 cr

An examination of organizational design characteristics in the context of a competitive international perspective. Emphasis is on an organizational and technological innovation to facilitate the development of new products or processes or to implement change in existing products or processes. Topics covered include Canadian experience and policy, facilitators and inhibitors in the creative process, diffusion of innovations, and the aims of the patent process.

GMGT 7400 Readings in Organizational Behaviour (Ph.D.) 3 cr

An examination of theory and research from the social and administrative sciences that focuses on the interaction between organizations and their environments. The evaluation and synthesis of theoretical and empirical work in this area will be emphasized.

PR/CR: A minimum grade of C is required unless otherwise indicated.

Prerequisite: admission to the Ph.D. program in Management (Organizational Behaviour) or approval by instructor.

GMGT 7410 Doctoral Seminar in Organizational Behaviour (Ph.D.) 3 cr

An examination of theory and research from the social and administrative sciences that is relevant to the behaviour of individuals and groups within organizations. Emphasis will be placed on evaluation and synthesis of theoretical and empirical work in this area.

PR/CR: A minimum grade of C is required unless otherwise indicated.

Prerequisite: admission to the Ph.D. program in Management (Organizational Behaviour) or approval by instructor.

GMGT 7440 Doctoral Seminar in Organizational Theory (Ph.D.) 3 cr

The major goal of this course is to familiarize students with central schools of thought within organization theory. As with other theories in the social sciences, these schools of thought tend to be based on differing assumptions about the nature of the organizational world, the operation of causality, epistemology, and the role of human actors.

PR/CR: A minimum grade of C is required unless otherwise indicated.

Prerequisite: admission to the Ph.D. program in Management (Organizational Behaviour) or approval by instructor.

GMGT 7510 Strategic Leadership and Managing Change 1.5 cr

An examination of the role of the manager as a change agent and processes associated with strategic vision and change. Analysis of factors affecting strategic decisions and how organizations adapt to their environment. Emphasis is upon the role of leaders: transformational leadership, charisma, organizational design and managing organizational culture change.

GMGT 7520 Issues in Managerial Communication 3 cr

An examination of strategies and development of skills for effective oral, written, non-verbal, interpersonal, group, cross-cultural, and ethical communication in management.

GMGT 7530 Selected Topics 3 cr

An examination of current issues in areas which could, for example, include: organizational behaviour, organizational theory, strategy, human resource management, and industrial relations.

PR/CR: A minimum grade of C is required unless otherwise indicated.

Prerequisite: consent of instructor.

GMGT 7540 Doctoral Seminar in Research Methods (Ph.D.) 3 cr

Principles of research design and data collection appropriate for the areas of marketing, management, industrial relations, policy analysis, finance, management science, etc. Research problems and issues will be discussed from a number of perspectives. Conceptual material, statistical analyses, theoretical material and the utilization of statistical application software are used as the bases for seminar discussion.

PR/CR: A minimum grade of C is required unless otherwise indicated.

Prerequisite: admission to the Ph.D. program in Management or approval by instructor.

GMGT 7710 Managerial Communication 1.5 cr

Focus is on the interpersonal, intergroup, and intra-organizational communication skills required for effective leadership, and the objectives are to assist the participants in the following: increasing the clarity, correctness, and effectiveness of written and oral communication; recognizing and analysing communication dynamics at work in personal, group, and organizational interactions; increasing combination flexibility and proficiency in times of corporate challenge, change, and crisis.

GMGT 7720 Business Conditions Analysis 1.5 cr

To provide an awareness of key components of the economic/business environment. Identifies critical indicators that affect decision-making and suggests strategies for forecasting future conditions. Topics covered include critical demographic trends, the change technological frontier, international trade, finance, and investment trends, and trends in interest rates and exchange rates. A theoretical overview will precede the discussion of business conditions indicators.

GMGT 7740 Business/Government Relations 1.5 cr

Focuses on the logic of political-economic-business relations. The point of view is that of the manager. Specific tools of analysis are discussed that assist managers in understanding and working with aspects of public policy which interface with their private sector decisions.