

Organization and Management Studies

[Home](#) >

Program Description

The Department of Management offers a major in Organization and Management Studies (OMS) and a minor in Business, which integrate the study of these important fields into the liberal arts and sciences.

- [Program Requirements](#)
- [Course Listing](#)
- [Management website](#)

The OMS major explores organizations, how they behave within the context of societal issues, how people in those organizations behave, and how those organizations are managed. Students gain a strong foundation in organization theory and behavior, statistics, research methods, and systems thinking.

The major is anchored in the social sciences, and reaffirms the central role of the liberal arts in studies of organizations and management. Critical thinking, rigorous inquiry, and the acquisition of knowledge-instead of just skills-are central to the OMS curriculum. The curriculum stresses intellectual boldness, creative problem solving, entrepreneurial thinking, and the practice of responsible management. It is an ideal major for anyone aspiring to a management or leadership position in business, government, the nonprofit sector, or any other organizational environment.

Program Requirements

Students who major in [Organization and Management Studies](#) (OMS) choose one of two tracks: Organizations and Society or Intra-Organizational Dynamics. Courses cover such topics as organizational culture, social responsibility, ethics, leadership, motivation, gender and diversity in organizations, and organizational change. The major gives an opportunity to dig deeply into some of the most important issues organizations grapple with today, including sustainability, corporate ethics, and globalization.

Organizations and Society Track

This track explores the dynamic relationships between organizations and society. Throughout history, organizations have played a pivotal role in shaping society. Rather than just studying organizations from a managerial perspective, courses in this track allow students to study organizations from a critical perspective. Equal consideration is given to various theories, such as stakeholder theory versus shareholder theory. Other topics include the purpose of corporations, organizations and global sustainability, organized labor and the distribution of wealth, organizing for green markets, ethics, corporate welfare, globalization, and organizations and social justice.

Intra-Organizational Dynamics Track

Intra-Organizational Dynamics examines the complex relationships among individuals, institutions, policies, structures, and organizational climate. A diverse range of courses gives students the opportunity to study topics related to organizational culture, workplace motivation, work and family balance, operations management, human resources, selection, organizational assessment, leadership, and organizational change.

Students majoring in OMS must complete six core courses, at least three courses from their chosen track (Organizations and Society or Intra-Organizational Dynamics), one course from the other track, and the capstone experience for their chosen track.

Course Listing

Course level:

| [400](#)

[Back to the top of course listing](#)

MGT-438 The Bandits of Wall Street: White Collar Crime in the 21st Century

A review of white collar crime from Enron, Worldcom and Adelphia; to Medicaid fraud by local doctors. Students engage in a case study-based look at the costs of corporate crime, from the legal structure set up to protect society from fraud, the concept of fiduciary duties, and the current regulatory systems that govern corporate America. Students prepare and present a project based on individual instances of white-collar crime, discussing not only the causes and costs of the crime, but also proposing solutions to prevent further similar crimes from occurring, or from occurring undetected. The solutions must address all of the management concerns of implementing or complying with the new law(s), as well as a cost-benefit analysis of the new law(s) versus the status quo. The goal is for the project to be of a quality to be submitted to the Senator and/or Representative of the student.

Course level: [100](#) | [200](#) | [300](#) | [400](#)

BUS-155 Accounting for Management Decisions

Integration of financial and managerial accounting topics, emphasizing what accounting information is, why it is important, and how it is used. Topics such as understanding, interpreting and analyzing financial statements, coupled with cost behavior, decision making and budgeting, will form a solid accounting foundation for future managers. Prerequisite: ECON 101.

[Back to the top](#)

BUS-267 Finance

Emphasis is on financial planning, investment analysis, asset management, and sources and costs of capital. Prerequisites: (Econ 101 and one course from 201-239) or (Econ 103 and 104). Recommended: Econ 241, 243 and 245. Cross Listed with BUS 267.

[Back to the top](#)

BUS-361 Marketing Management

Study of the dynamic nature of contemporary marketing: the marketing concept, consumer buying behavior, marketing research, the promotional mix, and international marketing. Incorporates case studies, current problems, and ethics of marketing. Prerequisite: ECON 101 and an approved statistics course.

BUS-363 Business Law

Legal environment of business and how law affects managerial decision-making; introduction to law of torts, business crimes, contracts, sales, product liability, consumer protection, bankruptcy, leases, formation of corporations and partnerships, employer-employee rights, environmental regulation, intellectual property, Uniform Commercial Code; examination of court systems, legal process; discussion of international business law, governmental regulation of business, constitutional issues relevant to business; use of case study method where appropriate. Prerequisite: Sophomore, Junior or Senior status only.

BUS-368 Investment Management

Investment practices, risks of investment, and selection of appropriate investment media for individuals, firms, and institutions. Theories and techniques for maximizing investment portfolio performance are studied. Emphasis is on analysis and selection of securities, portfolio management, and operation of securities markets.

BUS-381 Small Business Management

Study and critical analysis of principles and procedures for establishing, developing, and managing a small business. Relevant differences between large and small business management are examined.

[Back to the top](#)

BUS-400 Policy & Strategy

Integrative capstone course concerned with the role of senior executives in business enterprises. Course focuses on problems of strategy formulation, organization design, and organization renewal.

BUS-460 Individualized Study-Research

BUS-462 Individualized Study-Research

Individualized research not counting in the minimum requirements in a major or minor, graded A-F

BUS-470 Individualized Study-Internship

Internship counting toward the minimum requirements in a major or minor, graded A-F.

BUS-471 Individualized Study-Internship

Internship counting toward the minimum requirements in a major or minor, graded S/U.

BUS-472 Individualized Study-Internship

Internship not counting in the minimum requirements in a major or minor, graded A-F.

BUS-473 Individualized Study-Internship

Internship not counting in the minimum requirements in a major or minor, graded S/U.

BUS-474 Summer Internship

Summer Internship graded A-F, counting in the minimum requirements for a major or minor only with written permission filed in the Registrar's Office.

BUS-475 Summer Internship

Summer Internship graded S/U, counting in the minimum requirements for a major or minor.

BUS-477 Half Credit Internship

Half credit internship, graded S/U.

Course level: [100](#) | [200](#) | [300](#) | [400](#)

[Back to the top of course listing](#)

OMS-111 Organization Theory

Conceptual and empirical understanding of the structure of organizations and the managerial principles that affect productivity and organizational effectiveness. The ambiguity and complexity of human

organizations will be examined by systematizing and interrelating basic concepts of organization theory from both managerialist and critical perspectives. An open systems approach recognizes the dynamic interaction of organizations with their environments. Prerequisite: Sociology 101 or Psychology 101.

[Back to the top](#)

OMS-235 Statistical Methods

The introduction of quantitative thinking in organization and management studies which develops students' capacity to understand the use of statistics at the level of college mathematics. Topics include measurement, statistical methods, logic and decision making, and quantitative aids.

OMS-270 Organizational Behavior

Theory of behavioral sciences applied to the organization, with emphasis on the interaction of the individual and the organization. Topics range from individual attitudes and behavior to organizational culture. Pre-requisites: SOC 101 or PSYCH 101 or a declared business minor.

[Back to the top](#)

OMS-301 Research Methods

Introduction to scientific methods as they apply to research (whether public or internal research) in management and organizations, as well as ethical considerations throughout the process. Emphasis will be placed on the various analytic procedures most appropriate for different types of research and populations, including qualitative and quantitative analyses, advanced measurement, and sampling strategies. Prerequisite: OMS 235.

OMS-303 Systems Thinking

Feedback systems, causal loop diagrams, systems archetypes, and systems dynamic modeling for complex social and organizational issues. Emphasis is placed on the basic differences between mechanistic problem solving and systemic thinking, as well as how systems thinking and modeling can be used to clarify complex issues and provide actionable leverage points for change. Prerequisite: OMS 111 and OMS 235 or permission of the instructor.

OMS-304 Decision Making

Rational decision making, bounded rationality, heuristics, game theory, and dynamic decision making for social systems. The successful functioning of any social system is dependent on the quality of the decisions being made throughout the system. This course will enrich students' understanding of both

prescriptive and descriptive decision making techniques and strategies.

OMS-321 Topics in Operations Management

An introduction to the models and theories of operations management used in manufacturing and service industries. The course focuses on analyzing and evaluating current process management issues currently challenging industry. Introduces quantitative and qualitative techniques for improving both manufacturing and service firms' operations in terms of quality, cost and customer response. Prerequisite: OMS 235 or a declared business minor that has completed the statistics requirement.

OMS-330 Organizational Culture

A conceptual and empirical examination of the study of organizational culture. The course will focus on the major theories used to understand and assess organizational culture with an emphasis on how culture influences change and decision making within an organizational context. Both quantitative and qualitative methods will be used to analyze cultural influences. Prerequisite: OMS 270 or permission of the instructor.

OMS-332 Organizations and Society

Social, political, and economic perspectives used to explore the dynamic relationship between organizations and society from both historical and contemporary perspectives. Special emphasis will be placed on the evolution of the purpose of corporations from the 17th century to the present. Prerequisite: OMS 111 or permission of the instructor.

OMS-334 Knowledge Management

Concept of Knowledge Management and the formal and informal systems that enable people to acquire, store, distribute and process knowledge in various forms. Will investigate knowledge in explicit and tacit forms, such as insights and experiences. Understand how systems thinking is integral to understanding and managing knowledge.

OMS-335 Negotiation and Conflict Management

The concept of negotiation and conflict management with a focus on strategic aspects of negotiations such as interests, goals, positions, rights, and power. A basic premise of the course is that, while you will need analytical skills to discover optimal solutions to problems, you will also need a broad array of negotiation skills to implement these solutions and make sure that they are truly effective. Your long-term effectiveness—both in your professional and personal life—is likely to depend on your negotiating

abilities. This course will give you the opportunity to develop these skills experientially and to understand the analytical frameworks that underlie negotiations. Prerequisites OMS 270 and OMS 301

OMS-350 Women, Organizations & Society

The seminar begins with a historical review of women in organizations. Then introduces a topic women may not have yet considered - competition, ambition, and recognition - and makes the case that they need to examine their own perspectives carefully in order to avoid common pitfalls that negatively impact career progression and opportunities. I will discuss the nature of women's ambition, explaining what impedes or promotes women's ambition and desire to compete. Recognition is closely tied to ambition and explains why for women, their drive for ambition and recognition is typically so different than men.

OMS-365 Topics in Human Resources Management

Topics could include theoretical and applied concepts in recruitment, selection, performance appraisal, labor relations, compensation, training, and productivity improvement. Focus is also on relevant issues of the decade, such as privacy, cultural diversity, workplace discrimination, and legal issues. Project work within organizations anticipated. Prerequisite: OMS 270.

OMS-367 Work, Family, and Life Balance

The examination of the work-family interface. The course will focus on how work and family interactions are defined in bi-directional ways, and illustrate how the work-family interface is of concern for organizations. Students will be able to identify the impact of the work domain onto family as well as the impact of the family domain onto the work domain, addressing issues surrounding the presence, lack thereof, and implementation of family-friendly policies, supervisor support for work-life balance, and family-supportive organizational culture. Prerequisite: OMS 270 or special permission may be granted to Psychology majors on a case by case basis.

OMS-370 Workplace Motivation

The investigation of theories of motivation as they apply to workplace situations. Classic theories are critically reviewed, including needs-based and processed-based theories of work motivation, as well as theories of goal setting and the role of intrinsic and extrinsic motivation. Other issues might include the application of such theories to performance management, the distinction between control and facilitation, learning and mastery goals, the role of pay as a motivator, and the role of self- and group-efficacy. Prerequisite: OMS 270 or special permission may be granted to Psychology majors on a case by case basis.

OMS-385 International Management

Examination of problems and opportunities confronting business enterprises that operate across national borders, with emphasis on adaptation to different cultural, legal, political, and economic environments. Prerequisite: OMS 270 preferred.

OMS-395 Organizational Ethics

Exploration of the relationship between law and ethics, of ethical factors and restraints, recognition of ethical dilemmas affecting managerial decision-making, and policy in private and public sector organizations. The course content will focus on a variety of ethical issues, such as those relevant to the environment, consumer protection, discrimination in the workplace, conflict of interest, global economy, social responsibility of organizations, and professionalism; emphasis on case study method. Prerequisite: OMS 111 and Junior or Senior status or permission of the instructor.

OMS-397 Ethics and the Playing Fields of Competition

A study of competition as a human endeavor infused with ethical significance. The course focuses on the playing fields of competition as places where human beings strive intensely in one another's company and search for proper arrangements for the conduct of their competition. Students consider case studies of competition in public discourse, science, diplomacy, politics, business and sports. Prerequisite: OMS 111 and Junior or Senior status or permission of the instructor.

[Back to the top](#)

OMS-400 Advanced Topics in Organizations and Society

Intensive culminating experience for organizations and society-track majors. Under the direction of a faculty member, students work to integrate their major and their understanding of the organizations and society perspective by focusing on an advanced topic in the field.

OMS-406 Organizations, Civil Society, Water

A study of the historical influence of a business enterprise (e.g., agriculture, mining) on the private associations (e.g., family, church, neighborhood, union) that matter greatly for the human beings who belong to them; emphasis on a particular region of North America. Prerequisite: OMS 111 and Junior or Senior status or permission of the instructor.

OMS-410 Advanced Topics in Intra-organizational dynamics

Intensive culminating experience for intra-organizational dynamics-track majors. Under the direction of a faculty member, students work to integrate their major and their understanding of the intra-organizational dynamics perspective by focusing on an advanced topic in the field.

OMS-415 Corporate Social Responsibility

Exploration of corporate social responsibility as a framework for the private sector, alongside government and civil society, to develop strategies that enable the alleviation of poverty and sustainable development. Emphasis will be placed on the sometimes dichotic relationship between traditional free market systems and corporate social responsibility.

OMS-417 Law and Organizations: Property, Liberty, and Society

A systems approach to the examination of landmark court cases, statutes, and administrative directives concerned primarily with organizations and secondarily on the impact upon society and individuals. Using systems methodology, cases, and statutes students will examine intended, foreseeable, and unintended consequences of historic cases on organizations, individuals, and society. The philosophical and ethical dimensions will be considered along with the legal.

OMS-419 Personnel Selection and Job Analysis

An analysis of jobs and subsequent selection systems for individuals applying for those jobs. Students are guided through the process of organizational, individual, and job-level analysis. The psychometrics of assessment and measurement are applied to selection systems, with focus on validity. Students propose selection systems based on their analyses of the jobs and their understanding of assessment. Prerequisite: OMS 235 and OMS 270.

OMS-439 Leadership Theories

A conceptual and empirical understanding of leadership theory. The goal is to both simplify and complicate the picture of leadership—to simplify by systematizing and interrelating some basic leadership concepts and to complicate by unpacking the ongoing debates, controversies, and unknowns within the leadership literatures. Topics of these deliberations include the leadership construct, arguments for and against innate leadership abilities, gender issues, and the role of followership in the leadership equation. Prerequisite: OMS 270 or permission of the instructor.

OMS-460 Individualized Study-Research

Topics of an advanced nature pursued by well qualified students through individual reading and research,

under the supervision of a faculty member. Students wishing to pursue independent study must present a proposal at least one month before the end of the semester preceding the semester in which the independent study is to be undertaken. Prerequisite: Permission of supervising faculty member. Please note that the department and College have a policy for students interested in credit for their internship experience. Students interested in this option should obtain a copy of the procedures and must discuss the internship with a faculty advisor prior to the internship experience.

OMS-462 Individualized Study-Research

Individualized tutorial not counting in the minimum requirements in a major or minor, graded A-F

OMS-463 Individualized Study-Research

Individualized research not counting in the minimum requirements in a major or minor graded S/U

OMS-470 Individualized Study-Intern

Internship counting toward the minimum requirements in a major or minor, graded A-F

OMS-471 Individualized Study-Internship

Internship counting toward the minimum requirements in a major or minor, graded S/U.

OMS-472 Individualized Study-Internship

Internship not counting in the minimum requirements in a major or minor, graded A-F.

OMS-473 Individualized Study-Internship

Internship not counting in the minimum requirements in a major or minor, graded S/U.

OMS-474 Summer Internship

Summer Internship graded A-F, counting in the minimum requirements for a major or minor only with written permission filed in the Registrar's Office.

OMS-475 Summer Internship

Summer Internship graded S/U, counting in the minimum requirements for a major or minor.

OMS-477 Half Credit Internship

Half credit internship, graded S/U.

[Back to the top of course listing](#)

[Students](#)

[Faculty](#)

[Employees](#)

[Alumni](#)

[Families](#)

[Visitors](#)

[Employment](#)

[Directory](#)

[News](#)

[Calendars & Events](#)

[myGettysburg](#)

[Giving](#)

[About this Site](#)

[Email via the Web](#)

[Moodle](#)

[CNAV](#)

[Student Center](#)

[Library](#)

[Bookstore](#)

[Mobile](#)

Gettysburg
COLLEGE

Gettysburg College
300 North Washington Street
Gettysburg , Pennsylvania 17325
717.337.6300

[Back to top](#)

