

# MANAGEMENT & ORGANIZATIONS (MORS)

## Faculty

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In order to ensure a continued focus on shared goals and values, responsible decision-making, coordinated action, and wise and sustainable resource use, organizations need individuals who have learned to lead and manage a wide variety of organizational activities. Bucknell students majoring in Management & Organizations (MORS) will have numerous opportunities to apply theories of managing and organizing to real-world challenges similar to those they'll encounter in their lives after graduation. Through experiential and reflective means, they will learn effective strategies for managing people, coordinating projects, engaging with stakeholders, negotiating contracts, handling legal disputes, dealing with politically charged circumstances, and many other situations they will confront in the work world. MORS graduates will be well-prepared to establish and lead organizations or organizational units; they will have further developed their abilities to empathize and to creatively conceive of productive approaches to dealing with challenges.

In the spring of their sophomore year, all BSBA students will, in consultation with their advisers, select a major from among one of the Freeman College of Management departments and will complete the specific major requirements in addition to the Freeman College core curriculum requirements (<http://coursecatalog.bucknell.edu/archive/2021-2022/collegeofmanagementcurricula/curriculaoverview/Corerequirements/>). Transferring between majors within the Freeman College of Management is possible as long as the student will be able to meet all degree requirements of the new major and still graduate on schedule.

## Management & Organizations Requirements

Beyond completion of the Freeman College core curriculum (<http://coursecatalog.bucknell.edu/collegeofmanagementcurricula/curriculaoverview/Corerequirements/>) requirements, all MORS majors must take the following set of core and elective courses:

### MORS Core Requirements

MORS 200	Responsible Management, Sustainable Values	1
MORS 324	Organizational Forms: Structures and Strategies	1
MORS 325	Performance Management, Measurement, and Reporting	1
MGMT 400 or MSUS 400	Management Consulting Consulting for Sustainability	1

### MORS Electives

Beyond the MORS core courses, all MORS majors must work with their faculty adviser to determine **five** (5) elective courses that, together with the MORS core courses and the BSBA core courses, create a coherent narrative about management and organizations that works with the student's ideas about potential intellectual, educational and career directions. The following restrictions and guidance apply to the selection of these electives:

- At least three of these electives must come from **outside** the Freeman College of Management.
- At least one of these electives must be a 300-level course with a MORS, MSUS or MGMT designation.

## Culminating Experience

All BSBA majors must satisfy the Culminating Experience component of the Freeman College of Management General Education Curriculum. MORS majors typically fulfill this requirement by successfully completing either MGMT 400 Management Consulting or MSUS 400 Consulting for Sustainability.

Freeman College of Management students will take core courses and courses within their specific major that incorporate the following learning goals (Numbers in parentheses reflect related Educational Goals (<http://coursecatalog.bucknell.edu/archive/2021-2022/educationalgoals/>) of Bucknell University):

### QUANTITATIVE [1, 6]

- Understand and demonstrate how to analyze and use data to model and improve organizational processes.

### TECHNOLOGICAL SKILLS [4, 8]

- Understand technology's impact on organizations and the interplay between technology and the organization.

### ORAL COMMUNICATION SKILLS [7]

- Students will demonstrate the ability to deliver effective oral presentations in a team environment.

**WRITTEN COMMUNICATION SKILLS [7, 9]**

- Students' written work will demonstrate ability to learn from their own performances through reflective writing.

**MORAL REASONING [3, 5]**

- Students will demonstrate the ability to articulate a moral argument, drawing on and applying insights from ethical theory.

**FOUNDATIONAL KNOWLEDGE: FINANCE [1, 6]**

- Students will demonstrate the mastery of key concepts in financial literacy.

**FOUNDATIONAL KNOWLEDGE: MARKETING [1, 4, 6]**

- Students will demonstrate mastery of key Marketing concepts.

**INTEGRATIVE/SYNTHESIS SKILLS [1, 2]**

- Students will demonstrate the ability to evaluate, identify, and understand different organizational perspectives and be able to integrate and synthesize diverse information.

## **Courses**

**MORS 200. Responsible Management, Sustainable Values. 1 Credit.**

**Offered Both Fall and Spring; Lecture hours:3**

This course explores responsible management of all sorts of organizations with a goal toward achieving the United National Global (Sustainable Development) Goals.

**MORS 324. Organizational Forms: Structures and Strategies. 1 Credit.**

**Offered Either Fall or Spring; Lecture hours:3**

This course helps students understand organizational structure and how the structure an organization adopts can positively or negatively affect its ability to achieve strategic goals.

**MORS 325. Performance Management, Measurement, and Reporting. 1 Credit.**

**Offered Either Fall or Spring; Lecture hours:2**

This course examines performance measurement across multiple levels in organizations, ranging from strategic measurement at the macro-level to employee performance measurement at the micro-level.

**MORS 331. Human Resource Management. 1 Credit.**

**Offered Either Fall or Spring; Lecture hours:3**

This course provides opportunities to learn about the many challenges today's organizations face in employee management. Students will learn about job design, staffing, recruiting, training, development, compensation, benefits, performance evaluation, and more.

**MORS 336. Managing People. 1 Credit.**

**Offered Either Fall or Spring; Lecture hours:3**

This course explores how to apply theoretical frameworks for explaining, predicting, and influencing the behavior of individuals and groups in organizations to the difficult challenges of managing oneself and others in ways that achieve both organizational goals and high quality work life.

**MORS 370. Entrepreneurship. 1 Credit.**

**Offered Both Fall and Spring; Lecture hours:3**

From developing an initial product or service idea through to growing a startup to the IPO stage, this course provides an overview of how to get an organization off the ground successfully. Not open to students who have taken MIDE 303.