

**Doctor of Philosophy in Management**  
**COURSE DESCRIPTION**

**BASIC COURSES**

**PhDPHILO      Philosophy of Human Person                              3 units**

The study of essential human characteristics—traits that distinguish us from other living things and shape who we are—is known as the philosophy of the human person. These characteristics include human intelligence, freedom, and individuality. The course also looks at their logical implications for the existence of the soul and the possibility of life after death. The distinction between humans and animals, as well as the transcendent aspects of the human soul, will be the course’s main themes. This course is an excellent introduction to philosophy, and it promises to improve students’ reading, analysis, and reasoning skills, as well as to foster student respect for facts, evidence, and argument, and foster an appreciation for opposing points of view and those who hold them.

**PhDMGT 300    Philosophy of Management and Organization                              3 units**

Students will learn about philosophical approaches to understanding and managing organizations in this course. Three interconnected topics will be covered in the course. The first will attempt to familiarize students with the central issues at the heart of the philosophical debate and expose them to various approaches to dealing with them. The second theme will focus on contemporary schools of thought and thinkers (such as logical positivism and Foucault), as well as the intellectual forefathers of economic thought (e.g. Marx). This will be concerned with using various philosophical lenses to make sense of organizational phenomena, gaining a better understanding of the intellectual origins of our current understandings, and critically reflecting on commonly held management views during these sessions. The final theme will be more organizationally focused, with an examination of how advances in organizational theory have provided important philosophical insights into organizations and (the possibility of) their management.

**PhDRESMGT    Advanced Research in Management    3 units**

This course is designed to prepare the doctorate degree programs for writing their dissertation. Specifically, the methods, including those under qualitative and quantitative and their combination, applicable for a higher, deeper, and wider scope of explorations would be discussed in this course. Preparation and provision of in-depth analysis for the selected topics for the dissertation in the respective field of specialization is at the core of the course. Lastly, formulation of the appropriate frameworks/paradigms, research questions, and research design for the Ph.D. level is expected alongside the working title.

**MAJOR COURSES**

**PhDMGT 301    Advanced Strategic Management    3 units**

The course emphasizes strategy development and leadership. Management strategy and others are key areas of the course’s strategic management component. The course delves deeper into the tools and

concepts of diversification, vertical integration, acquisitions, alliances, and global strategy. Finally, the critical subject of strategy implementation is discussed. The leadership component of the course emphasizes leading for change and innovation, as well as strategic leadership in organizations.

**PhDMGT 302 Advanced Managerial Economics 3 units**

Ph.D.-level course in advanced microeconomic theory. Its goal is to provide a thorough examination of consumer, firm, and market theories. Economic concerns abound. The problem is studied using analytical techniques such as optimization and equilibrium analysis. Formal proofs will be used throughout. It will help students develop the skills needed to complete advanced economic analysis as well as future research in economics, finance, marketing, and accounting.

**PhDMGT 303 Management of Technology, Innovation, and Reforms 3 units**

The course is designed for aspiring managers, entrepreneurs, consultants, and investors who will be responsible for analyzing and developing management strategies in technology-based industries. These industries compete through technological innovations, and they face significant uncertainty about emerging technologies and management models. The course focuses on the creation of conceptual models and frameworks to assist students in navigating the complexity and dynamism of such industries. This is not a course in new product development or information technology application to improve management processes and offerings. The course will investigate the key strategic drivers of value creation and appropriation in management ecosystems from the perspectives of both established and emerging firms competing through technological innovations.

**PhDMGT 304 Analysis and Design of Quantitative Management Models 3 units**

The quality of management decision-making will be determined by the validity of models or frameworks used for options analysis and evaluation, as well as a proper understanding and definition of the problems to be addressed. Even mathematical optimization techniques rely on the assumptions that underpin the analytical mathematical models. This course teaches students how to conduct business research as well as how to use statistical modeling techniques to capture the behavior of observed phenomena or variables.

**PhDMGT 305 Special Topics in Management 3 units**

This course gives students a comprehensive understanding of one of the core management disciplines. It focuses on advanced topics in the field of studies, such as cutting-edge practice, more complex topics, and/or issues requiring more depth of knowledge or analysis.

***ELECTIVE COURSES***

**PhDMANCOM Management Communication 3 units**

This course is designed to introduce students to the theories, principles, and practices of public relations as the management of communication between an organization and the public. It is also intended to help students think strategically about communication and aid them in improving their writing, presentation, and interpersonal communication skills as future managers.

**PhDRESCOLL Research Colloquium and Seminar  
in Research Publication**

**3 units**

This course has two goals: one is to help the student make structured progress on their research and fulfill program requirements, and the other is to present professionalization information that is critical to success in the field. The course is structured primarily around completing the research paper in time for a conference presentation and journal publication. Abstracts, publishing, handouts, presentation skills, course design, creating and maintaining a CV, cover letters, and web pages, as well as everything else required to compete for Management jobs, are all covered.

***INSTITUTIONAL COURSE REQUIREMENT***

**PhDJANSSEN Janssen's Spirituality II**

**(3 units)**

The course is a CHED-approved institutional course provided particularly for students doing graduate courses at the Divine Word College of Calapan. The Janssen Spirituality course for Ph.D. students which covers the second and final of two parts will explain innovative themes related to the life and mission of St. Arnold Janssen and the Society of the Divine Word (SVD) today. This innovation will expand and deepen the themes to develop the spiritual leadership skills of the student within the wider context of the complexities of his/her profession and advocacy.

***DISSERTATION WRITING***

**PhDDW1**

**Dissertation Writing Proposal**

**6 units**

This course is designed for advanced doctoral students who want to improve their research skills beyond what they learned in methods classes. This course's goal is to get advanced doctoral students started on their dissertation proposal writing and to become competent in basic research designs, which includes making decisions about matching research designs to specific research problems. Furthermore, students will gain a better understanding of the issues to consider when deciding on the overall evaluation of their research. Students will learn how to develop literature for their research topic as well as potential methodological approaches. The emphasis during doctoral training will be on how to construct a research question that can be empirically addressed. While the primary focus of this course is on dissertation proposal writing, it also refreshes doctoral students on basic research concepts such as conducting literature reviews, understanding theory, defining research problems and methods, collecting and analyzing data, communicating findings, and applying research to solve educational problems. Students should also be able to understand the goals, assumptions, and logic underlying research methodologies.

**PhDDW2**

**Dissertation Writing Oral Defense**

**6 units**

The final and most important requirement for receiving a Ph.D. is the completion of a substantial and original independent research project. The creation of a dissertation document describing the research project and its results, as well as the defense of the project against challenges posed by the student's faculty Dissertation Committee members, demonstrate successful completion of this requirement. The Dissertation Committee assesses the quality of the dissertation and the dissertation

defense to determine whether the student has successfully completed this final requirement for the Ph.D. degree.