Introduction

During the second year of the MRM program the student will have the opportunity to choose among a group of courses to deepen in a chosen area of specialization. It consists of deepening knowledge in the elected area, under the Special Field Director’s supervision.

Content

Depending on the area of interest, the student can choose between the following areas of specialization:

1. Accounting and Control.
2. Economics.
4. Entrepreneurship.
5. Marketing.
8. Managing People in Organizations.
10. Information Systems.

Methodology

Once decided the area of specialization the course will consists on the preparation of the reading list containing between 150 and 250 bibliographic references of current refereed articles that each department considers essential knowledge for its students.

Evaluation

This course will be assessed by a final exam where the student must show the integration of the knowledge of the area of specialization chosen. The exam includes eight questions to be answered in two consecutive days. The student has eight hours per day to answer these questions. The questions will be divided into two sets of four questions each, and one four-question set will be answered on each day. Questions on the first day will be common to all students of the same Department, and questions of the second day will be tailored to each student so as to address the student’s specialization (in a broad sense). Each Department will decide whether the exam is open-book or not.

The exam’s content includes topics relevant to the student’s field. However, the exam may include research design questions or questions related to the disciplines underlying her/his field of interest. The background knowledge required to answer these questions will probably be related with the core courses. Questions might include general evaluations of the field as well as questions about specific aspects of a particular paper.

The student’s Special Field Committee composes the questions for the candidate. Questions common to all students in the same Department will be coordinated by the Department PhD Liaison.
Special Field Readings

COURSE OUTLINE

The reading list agreed with the Special Field Director will be the basis for this exam. The Special Field Director will add references to that list that relate to the student’s specialization. The list should be completed during the first quarter of the second year of the MRM Program and be submitted by email to the Executive Program Director, with the Special Field Director in cc, no later than February 15th, 2018. In addition, the topics covered in the elective courses will also be included in the exam.

The Special Field Readings will be assessed in accordance with the grading scale described previously.

Competencies

General competencies:
- CG01: Acquire knowledge, skills, abilities and attitudes required to conduct research on a global basis in the field of business management.
- CG02: Identify and solve business problems, often with uncertain and incomplete information, and involving direction and management of people in organizational frameworks.
- CG03: Conduct a critical analysis, evaluation and synthesis of new and complex ideas with the objective to produce general principles applicable to business situations.
- CG04: Profound understanding and appreciation of the importance of the human factor within an organizational framework.
- CG05: Collaborate and lead academic and professional teams with original and rigorous proposals related to the field of business economics.
- CG06: Use appropriate tools and techniques for problem solving, correction contrasting and decision validation.
- CG07: Know the main concepts and policies in the area of corporate social responsibility specifically deepening its relationship with business management.

Basic competencies:
- CB6: Demonstrate knowledge and understanding that provide a basis or opportunity for originality in developing and/or application of ideas, often related to a research context.
- CB7: Students must be capable to apply their knowledge and their ability to solve problems in new or unfamiliar environments within broader (or multidisciplinary) contexts related to their field of study.
- CB8: Students should be able to integrate knowledge and handle complexity, and formulate judgments based on information that was incomplete or limited, include reflecting on social and ethical responsibilities linked to the application of their knowledge and judgments.
- CB9: Students should be able to communicate clearly and concisely their conclusions, underlying knowledge and reasons to a specialized and non-specialized audience.
- CB10: Students should possess the learning outcomes that enable them to continue studying in a way that will be largely self-directed or autonomous.

Specific competencies:
- CE1: Understand the concepts of social and human sciences relevant and necessary to carry out research projects of international level in the area of business management.
- CE2: Profound knowledge of tools in the fields of mathematics, statistics, econometrics and multivariable analyzes in order to carry out relevant research projects on a global level.
- CE3: Organization, planning and implementation of a research project related to social sciences.
- CE4: Distinguishing of the different fields of management sciences and acknowledgement of the research methodologies related to them.
Special Field Readings

COURSE OUTLINE

CE5: Ability to understand state-of-the-art research in organization theory published in the top academic journals (Administrative Science Quarterly, Academy of Management Journal, Organization Science, American Journal of Sociology, etc.) and compare and contrast the arguments developed in the papers from a logical and empirical point of view.

CE6: Ability to take current management and organizational problems and identify how different theories of organizations can help us understand them.

CE7: Ability to design research programs in the area of Business Management.

CE8: Analyze business phenomena formal analysis tools (logic and mathematics) in order to develop consistent structural theories.

CE9: Knowledge of and ability to use the tools of economic analysis and the classical theory of markets in the analysis of organizations.

CE10: Use the acquired knowledge and skills and apply them to a constantly changing business environment as generated by current societies.

CE11: Knowing key concepts and research areas in the field of organizational behavior, focusing on areas such as organizational culture, networks and alliances, power and influence.

CE12: Design and evaluation of policies and practices for economic organizations to improve their internal efficiency and its relevance to the social environment in which they evolve.

CE13: Advanced knowledge of market structuring and functioning, comprehension of the interaction between different actors (companies, consumers and regulators) involved in them.

CE14: Understand the principal accounting concepts and models or frameworks for management control systems specifically in relationship with the management of organizations.

CE15: Advanced knowledge of the Information and Communications Technology (ICT), valuation of its importance, impact and need to implement different governance models within the organizations in order to maximize their added value.

CE16: Understand and analyze the internationalization process of a company.

CE17: Ability to critically establish, the relevance and significance of the results obtained with respect to the proposed objectives, and prepare conclusions within the framework of current scientific knowledge on the topic in question.

CE18: Develop a scientific / technical report or research work with the objective to inform the scientific community on the contribution of the research conducted, making use of adequate information technology for both acquisition and dissemination of research results.

CE19: Publicly present ideas, procedures or research reports to advise people and organizations.

Special Field Director

The Special Field Director guides the student in the specialization to be developed during the second year of the MRM program.

The main responsibilities of the Special Field Director are:

- Advise the student on the elective courses to be taken during the second year
- Agree a reading list of 150 to 250 bibliographical references that the Department considers core knowledge. This reading list will be approved by the Department and will be considered part of the knowledge tested in the Special Field Exam.

The student must notify her/his choice of Special Field Director and Area of Specialization to the Executive Director by October 31st, 2017, at the latest. The application form can be found in the Program's Virtual Campus.

Special Field Exam Committee
The Special Field Director and the student will propose the members of the Special Field Exam Committee to the Program. The Committee’s membership will include

(1) The Special Field Director,
(2) The Department PhD. Liaison,
(3) Another Faculty member from the student’s or another Department.

The student will submit the names of the members of this Committee to the Executive Director, between February 15th and March 15th, 2018. The application form can be found in the Program’s Virtual Campus.

The Special Field Exam Committee will determine whether the candidate has passed or failed the course and will communicate the grading to the Program Direction.