

DOCTORAL COURSE DESCRIPTION

Course name	Field of science, code	Faculty	Department
Management Theory	Management S 003	Faculty of Economics and Business Administration	Management department
Delivery form	ECTS credits	Delivery form	ECTS credits
Lectures	1	Consultations	
Individual work	9	Seminars	

Course summary

The aim: to overview and analyze management theories and models, identifying the most important strategic issues in organizations; to strengthen management skills' application in business process analysis and organizational performance optimization (in the context of technologically intensive, strategic partnerships-based and innovations-based businesses). This contributes to the quality of doctoral students' scientific work, as well as strengthening competences of sustainable business development.

Objectives:

- To deepen management knowledge by analyzing management theories, their development and organization management models, and to achieve the effectiveness of management knowledge application in practice.
- To explore modern trends in organization management research, and to strengthen skills of application of modern management research tools in the scientific work.
- To deepen skills of organization performance analysis, strategic decision making and managerial advice by using business intelligence and process optimization tools and techniques.
- To strengthen skills essential for the development of organizations' economic and social value, ensuring sustainable development and strengthening organizations' competitive advantage.
- To expand the knowledge essential for the effective management (such as strategic management, project management, technological research and development, human resource management, innovation and knowledge management, creative leadership, strategic partnerships and communication), and to improve skills needed for the analysis of the above-mentioned management areas.

Course outline:

1. Modern management theories, organization management models and strategic issues in organizations.
2. Organization management research methodologies and their application.
3. Organization design, financial justification of management, management models in emerging markets and sectors.
4. Effective communication and innovative human resource strategies.
5. The approach to organization management in different management theories.
6. Management in organizations of different economic sectors.
7. The analysis of organization management structures and processes, and their integration into business, innovation and human resource strategies.
8. Management in the context of global competition.
9. The impact of internal factors (technological base, information management,

organizational structure, motivation, business model, creative leadership, etc.) and external factors (legal, socio-cultural and political environment, job market characteristics, clustering, technological intensity level, etc.) on the organizational behavior and strategic management. 10. The analysis of organizational performance and management effectiveness. 11. Business intelligence models. 12. Business process optimization and project management. 13. Monitoring and quality assurance. 14. Coordination of innovation and marketing strategies; the sharing economy; evaluation of social projects and social responsibility, and the main indicators of these areas. 15. Strengthening competitive advantage and recommendations for organization management optimization. Evaluation strategy: Egzamination (70%); organization management project in the selected topic (30%), based on the relevant scientific publications, summarizations and insights by a doctoral student. The scope of the project: 25-30 pages.		
Reading materials:		
Parker, G.G.; Van Alstyne, M.; Choudray, S.P. (2015): Platform Revolution. How Networked Markets are Transforming the Economy and How to Make them Work for You. New York / London		
Heikkilä, M. , H. Bouwman; J. Heikkilä, S. Solaimani & W. Janssen (2016). Business Model Metrics: an open repository. Information Systems and e-Business Management. 14(2), 337-366		
Porter, M.E.; Kramer, M.R. (2011): Creating Shared Value, in HBR, Jan/Feb 2011. http://www.nuovavista.com/SharedValuePorterHarvardBusinessReview.PDF		
Bocken, N., Short, S., Rana, P., Evans, S., 2014. A literature and practice review to develop sustainable business model archetypes. Journal of cleaner Production, 65, 42-56.		
Boons, F., Montalvo, C., Quist, J., Wagner, M., 2013. Sustainable innovation, business models and economic performance: An overview. Journal of Cleaner Production, 45, 1-8.		
How Digital Business Models are Changing, HBR, https://hbr.org/2016/07/the-flash-report-how-digital-business-models-are-changing		
Haaker, T., H. Bouwman, W. Janssen, & M de Reuver (2017). Business model stress testing: a practical approach to test the robustness of a business model, Futures. Vol 89, pp. 14-25		
De Reuver, M., H. Bouwman & T. Haaker (2013). Business model roadmapping: A practical approach to come from an existing to a desired business model. International Journal of Innovation Management. Vol. 17, no. 1, pp. 1-18		
Solaimani, S. M. Heikkilä, & H. Bouwman (2016, Accepted). Business Model Implementation within Networked Enterprises: A case study on a Finnish pharmaceutical project. European Management Review		

Consulting lecturer's name, last name	Scientific degree	Main publications in the field in the last 5 years
Vlado Dimovski	Prof.	1. Dimovski, V., Penger, S., Peterlin, J., Grah, B., Roblek, V., Meško, M., Peljhan, D., & Colnar, S. (2022). <i>Towards an integrated theory of aging: an organizational perspective</i>. Harlow, Essex: Pearson Education. 2. Božič, K., & Dimovski, V. (2019). Business intelligence and analytics use, innovation ambidexterity and firm performance: a dynamic capabilities perspective. <i>Journal of strategic information systems</i>, 28(4), 1-20. 3. Peterlin, J., Dimovski, V., Colnar, S., Blažica, B., & Kejžar, A. (2024). Older adults' perceptions of online physical exercise management. <i>Frontiers in public health</i>, 12, 14 pages. 4. Radević, I., Dimovski, V., Lojpur, A., & Colnar, S.

		(2023). Quality of healthcare services in focus : the role of knowledge transfer, hierarchical organizational structure and trust. <i>Knowledge management research & practice</i>, 21(3), 525-536. 5. Colnar, S., Radević, I., Martinović, N., Lojpur, A., & Dimovski, V. (2022). The role of information communication technologies as a moderator of knowledge creation and knowledge sharing in improving the quality of healthcare services. <i>PloS one</i>, 17, 24 pages.
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Consulting lecturer's name, last name	Scientific degree	Main publications in the field in the last 5 years
Virginijus Tamaševičius	Assoc prof. dr.	1. Sungailė, Ugnė; Stankevičienė, Asta; Tamaševičius, Virginijus; Subačienė, Rasa. Employee experience conditions: Construct validation and analysis of the impact on employee engagement and intention to leave the organisation // <i>Economics & sociology</i>. Szczecin : Center Sociological Research. ISSN 2071-789X. eISSN 2306-3459. 2024, vol. 17, no. 2, p. 80-102. DOI: 10.14254/2071-789X.2024/17-2/4. 2. Stankevičienė, Asta; Šimelytė, Agnė; Tamaševičius, Virginijus; Petkinytė, Evelina. The impact of sociodemographic factors and work-family conflict on the relationship between organizational support and women's burnout // <i>Problems and perspectives in management</i>. Sumy : LLC CPC Business Perspectives. ISSN 1727-7051. eISSN 1810-5467. 2023, vol. 21, iss. 3, p. 497-510. DOI: 10.21511/ppm.21(3).2023.40. 3. Stankevičienė, Asta; Tamaševičius, Virginijus; Diskienė, Danuta; Grakauskas, Žygimantas; Rudinskaja, Liana. The mediating effect of work-life balance on the relationship between work culture and employee well-being // <i>Journal of business economics and management</i>. Vilnius : Technika. ISSN 1611-1699. eISSN 2029-4433. 2021, vol. 22, iss. 4, p. 988-1007. DOI: 10.3846/jbem.2021.14729. 4. Tang, Ming; Liao, Huchang; Tamaševičius, Virginijus. 15 years in Web of Science of the Transformations in business and economics: bibliometric and visual analyses // <i>Transformations in business and economics</i>. Vilnius : Vilniaus universiteto leidykla. ISSN 1648-4460. 2020, vol. 19, no. 1, p. 21-42. Prieiga per internetą: http://www.transformations.knf.vu.lt/49/gp49.pdf. 5. Tamaševičius, Virginijus; Diskienė, Danuta; Stankevičienė, Asta. Human resource management practice in Lithuania: evidences and challenges // <i>Montenegrin journal of economics</i>. Podgorica : Economic laboratory transition research. ISSN 1800-5845. eISSN 1800-6698. 2020, vol. 16, no. 1, p. 207-226. DOI: 10.14254/1800-5845/2020.16-1.14.

Consulting lecturer's name, last name	Scientific degree	Main publications in the field in the last 5 years
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Danuta Diskienė	Prof. (HP) dr.	1. Paulienė, R.; Diskienė, D.; Matuzevičiūtė, E. (2019). Complex approach on multicultural teams management & leadership // Journal of educational and social research. De Gruyter Poland. ISSN 2239-978X. eISSN 2240-0524. 2019, vol 9, no 2, p. 8-16. DOI: 10.2478/jesr-2019-0008. Scopus 2. Diskienė, D., Paulienė, R., Ramanauskaitė D. (2019). Relationships between Leadership Competencies and Employees' Motivation, Initiative and Interest to Work. <i>Montenegrin Journal of Economics</i> Vol. 15, No. 1 (2019), p. 113-129 3. Diskienė, D., Paulienė, R. (2018). LEADERSHIP AS AN IDENTITY CREATION IN THE NEW LEADERSHIP PARADIGM. <i>JOURNAL OF SECURITY AND SUSTAINABILITY ISSUES</i>. ISSN 2029-7025. p. 741 – 752. Scopus. 4. Stankevičienė, A.; Diskienė, D.; Tamaševičius, V.; Korsakienė, R. (2017). Attitudes of Managers towards the Role of HR Departments in Organizational Performance: Evidence from Lithuania. <i>Transformations in Business & Economics</i>, Vol. 16, No 3(42), p.258 -275. ISSN: 1648-4460. ISI Journal. 5. Diskienė, D.; Stankevičienė, A.; Jurgaitytė, N. (2017). Challenges for the human resource department: the case of Millennials in the workplace. ECMLG 2017 proceedings of the 13th European conference on <i>Management, Leadership and Governance</i>, p. 67 – 77, 11 – 12 December. University of London, UK. Thomson Reuters ISI Web of Science. 6. Diskienė, D.; Jaškevičiūtė, V. (2017). Y kartos požiūris į vyrų ir moterų vadovavimą organizacijose. <i>Informacijos mokslai</i>, Vilniaus universitetas. Vilnius: Vilniaus universiteto leidykla. ISSN 1392-0561. t.77, p. 90 -105. 7. Diskienė D., Korsakienė R., Česnygienė R., Drūteikienė G., Smaliukienė R., Stankevičienė A. 2015. <i>Verslininkų vadybinis potencialas ir smulkaus ir vidutinio verslo įmonių internacionalizacija</i>. Kolektyvinė monografija. Vilnius: Vilniaus universiteto leidykla. p.376. 8. Korsakienė R., Diskienė D. (2015). Do Competencies of Entrepreneurs and Managers Influence Internationalization Processes? Investigation of Lithuanian SMEs. ECIE 2015 proceedings 10th European conference on <i>Innovation and Entrepreneurship</i>, p. 384-391, 17-18 September. University of Genoa, Italy.
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		9. Korsakienė R., Diskienė D. (2015). Personality Traits of Managers and Success of Firms: A Case of Lithuanian SMEs. ECMLG 2015 proceedings of the 11th European conference on <i>Management Leadership and Governance</i>, p. 194-200, 12-13 November. Military Academy. Lisbon, Portugal. 10. Diskienė, D.; Stankevičienė, A.; Korsakienė, R. (2014). Mažų ir vidutinių įmonių vadovų kompetencijos: teoriniai ir praktiniai aspektai . Verslo ir teisės aktualijos = Current issues of business and law. Vilnius : Tarptautinė teisės ir verslo aukštoji mokykla. ISSN 1822-9530., Nr. 9, p. 51-69. 11. Diskienė, D.; Tamoševičienė, K. (2014). Pedagogų organizacinio išipareigojimo, pasitenkinimo darbu ir išitraukimo į darbą sąsajos. <i>Informacijos mokslai</i>, ISSN 1392-0561. t.69, p. 89 -102 12. Diska, V., Diskienė, D., Marčinskas A. (2014). Lietuvos verslo įmonių aukščiausio lygio vadovų komandų pajėgumo tyrimas. <i>Organizacijų vadyba: sisteminiai tyrimai</i>, No. 69, p.19-35. ISSN 1392-1142. 13. Paulienė, R.; Diskienė, D.; Matuzevičiūtė, E. (2019). Complex approach on multicultural teams management & leadership // Journal of educational and social research. De Gruyter Poland. ISSN 2239-978X. eISSN 2240-0524. 2019, vol 9, no 2, p. 8-16. DOI: 10.2478/jesr-2019-0008. Scopus 14. Diskienė, D., Paulienė, R., Ramanauskaitė D. (2019). Relationships between Leadership Competencies and Employees' Motivation, Initiative and Interest to Work. <i>Montenegrin Journal of Economics</i> Vol. 15, No. 1 (2019), p. 113-129 15. Diskienė, D., Paulienė, R. (2018). LEADERSHIP AS AN IDENTITY CREATION IN THE NEW LEADERSHIP PARADIGM. <i>JOURNAL OF SECURITY AND SUSTAINABILITY ISSUES</i>. ISSN 2029-7025, p. 741 – 752. Scopus. 16. Stankevičienė, A.; Diskienė, D.; Tamaševičius, V.; Korsakienė, R. (2017). Attitudes of Managers towards the Role of HR Departments in Organizational Performance: Evidence from Lithuania. <i>Transformations in Business & Economics</i>, Vol. 16, No 3(42), p.258 -275. ISSN: 1648-4460. ISI Journal. 17. Diskienė, D.; Stankevičienė, A.; Jurgaitytė, N. (2017). Challenges for the human resource department: the case of Millennials in the workplace. ECMLG 2017 proceedings of the 13th European conference on <i>Management, Leadership and Governance</i>, p. 67 – 77, 11 – 12 December. University of London, UK. Thomson Reuters ISI Web of Science. 18. Diskienė, D.; Jaškevičiūtė, V. (2017). Y kartos požiūris į vyrų ir moterų vadovavimą organizacijose. <i>Informacijos mokslai</i>, Vilniaus universitetas. Vilnius: Vilniaus universiteto leidykla. ISSN 1392-0561. t.77, p. 90 -105. 19. Diskienė D., Korsakienė R., Česynienė R., Drūteikienė G., Smaliukienė R., Stankevičienė A.
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		2015. <i>Verslininkų vadybinis potencialas ir smulkaus ir vidutinio verslo įmonių internacionalizacija</i>. Kolektyvinė monografija. Vilnius: Vilniaus universiteto leidykla.p.376. 20. Korsakienė R., Diskienė D. (2015). Do Competencies of Entrepreneurs and Managers Influence Internationalization Processes? Investigation of Lithuanian SMEs. ECIE 2015 proceedings 10th European conference on <i>Innovation and Entrepreneurship</i>, p. 384-391, 17-18 September. University of Genoa, Italy. 21. Korsakienė R., Diskienė D. (2015). Personality Traits of Managers and Success of Firms: A Case of Lithuanian SMEs. ECMLG 2015 proceedings of the 11th European conference on <i>Management Leadership and Governance</i>, p. 194- 200, 12-13 November. Military Academy. Lisbon, Portugal. 22. Diskienė, D.; Stankevičienė, A.; Korsakienė, R. (2014). Mažų ir vidutinių įmonių vadovų kompetencijos: teoriniai ir praktiniai aspektai . Verslo ir teisės aktualijos = Current issues of business and law. Vilnius : Tarptautinė teisės ir verslo aukštoji mokykla. ISSN 1822-9530., Nr. 9, p. 51-69. 23. Diskienė, D.; Tamoševičienė, K. (2014). Pedagogų organizacinio įsipareigojimo, pasitenkinimo darbu ir įsitraukimo į darbą sąsajos. <i>Informacijos mokslai</i>, ISSN 1392-0561. t.69, p. 89 -102 24. Diska, V., Diskienė, D., Marčinskas A. (2014). Lietuvos verslo įmonių aukščiausio lygio vadovų komandų pajėgumo tyrimas. <i>Organizacijų vadyba: sisteminiai tyrimai</i>, No. 69, p.19-35. ISSN 1392-1142.
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