

Management (MGMT)

MGMT 115. Introduction to Global and Cross-Cultural Studies. 3 hours.

A multidisciplinary and comparative approach to globalization and its economic, social, cultural and political impact. Course Information: Field trip required at a nominal fee.

MGMT 340. Introduction to Organizations. 3 hours.

Organization and management concepts and applications. Individual and organizational goal attainment. Course Information: Prerequisite(s): ENGL 161. Recommended background: General knowledge of microeconomics.

MGMT 350. Business and Its External Environment. 3 hours.

Concerns the political, economic, social, legal, regulatory and international environment of business and the ethics and social responsibility of business actions. Course Information: Prerequisite(s): ENGL 161 and MATH 160.

MGMT 355. Structured Problem Solving for Consulting Projects. 3 hours.

Teaches structured problem-solving methods for consulting projects, introduces management frameworks, and covers methods and tools to facilitate implementation. Course Information: Prerequisite(s): IDS 200 and IDS 270 and ACTG 210 and BA 200 and MGMT 340.

MGMT 360. Strategic Analysis and Reporting. 3 hours.

Examines types and sources of information used by managers and investors to make strategic decisions; provides working knowledge of tools used to effectively manage, analyze and report strategic information, including Excel, Tableau, and PowerPoint. Course Information: Same as ENTR 360. Extensive computer use required. Prerequisite(s): IDS 200 and IDS 270 and ACTG 210 and BA 200 and MGMT 340 and MGMT 355; or consent of the instructor.

MGMT 445. Organizational Theory. 3 hours.

Emphasis on organizational theories and models to analyze and improve functioning and performance of organizations. Structure, technology, environmental adaptation, and managerial control systems. Course Information: Prerequisite(s): MGMT 340 and junior standing.

MGMT 447. Organizations. 3 or 4 hours.

Characteristics of business, government, and not-for-profit organizations; approaches used to study organizations; theoretical and empirical analysis of organizational processes. Course Information: Same as SOC 447. 3 undergraduate hours. 4 graduate hours. Prerequisite(s): SOC 241 or MGMT 340 or SOC 244; and junior standing or above and an additional 200 or 300-level elective in sociology; or consent of the instructor.

MGMT 452. Organizational Behavior. 3 hours.

Emphasis on understanding and managing people at work. Analysis of individual, group and organization topics including leadership, motivation, attitudes, group dynamics, and organizational culture. Course Information: Prerequisite(s): MGMT 340; or consent of the instructor.

MGMT 453. Human Resource Management. 3 hours.

Examination of the activities involved in attracting, retaining, and motivating employees. Topics include planning, selection, compensation, performance appraisal, succession, and legal issues. Course Information: Prerequisite(s): MGMT 340; or consent of the instructor.

MGMT 454. Labor-Management Relations. 3 hours.

Labor unions and their impact on business firms and society. Labor-management relationships and collective bargaining practices. Public policy, union structure and bargaining theory. Course Information: Prerequisite(s): MGMT 340 and MGMT 350 and junior standing.

MGMT 455. Talent Management and Global Human Resources. 3 hours.

Examination of topics related to performance appraisal: motivating, retaining, and separating employees; compensation and benefits; managing human resources in a global economy. Prerequisite(s): MGMT 340 and credit or concurrent registration in MGMT 453.

MGMT 460. Managing Globally. 3 hours.

Understanding the opportunities and problems that confront managers as they lead a company through complex global economic, political, legal, technological and cultural environment. Focus on people, values and culture. Course Information: Prerequisite(s): MGMT 340 and MGMT 350.

MGMT 463. Negotiation and Conflict Resolution. 3 hours.

Strategies and techniques for successful agreement negotiation and business conflict resolution. Includes applications to classic situations such as collective bargaining, interpersonal relations, and stakeholder concerns. Course Information: Prerequisite(s): MGMT 340.

MGMT 464. Employment Recruitment and Selection. 3 hours.

The design and application of internal and external recruitment, selection and retention systems for the effective management of human capital by line managers and HR professionals. Prerequisite(s): MGMT 452 and MGMT 453.

MGMT 465. Compensation and Reward Systems. 3 hours.

Examination of compensation and reward systems designed to enhance employee motivation and performance. Topics include pay structure design, incentive systems, and benefits. Course Information: Prerequisite(s): MGMT 452 and MGMT 455; or consent of the instructor.

MGMT 466. Managerial Effectiveness Through Diversity. 3 hours.

Management of diverse work forces. Discrimination, affirmative action, career development, socialization and social change policies; historical, psychological, sociological, legal and managerial viewpoints. Course Information: Prerequisite(s): MGMT 340.

MGMT 467. Impact of Technological Change. 3 hours.

Examines the impact of technological change upon the business environment and the managerial process. Emphasis on alternative futures and the planning necessary to attain desired ends. Course Information: Prerequisite(s): MGMT 340 and MGMT 350.

MGMT 470. Training and Development. 3 hours.

Examination of the science, methods, and practice of personnel training and development. Topics include needs determination, training design and delivery, training assessments. Course Information: Prerequisite(s): MGMT 452 and MGMT 453; or consent of the instructor. Recommended background: Experience as an intern or practitioner in an area of human resource management or organizational development.

MGMT 471. Organizational Design. 3 hours.

Covers how a firm's people, resources, processes, and culture are arrayed and deployed to help implement firm strategies, pursue key objectives, and respond to environmental demands. Course Information: Prerequisite(s): MGMT 340 and MGMT 452, or consent of the instructor.

MGMT 475. Leadership Theories and Personal Leadership Skills Development. 3 hours.

Overview of leadership theories, assessment of leadership strengths and weaknesses, and leadership skills training. Course Information: Prerequisite(s): MGMT 340.

MGMT 480. Transportation Systems Management. 3 hours.

Provides a fundamental knowledge of problems and practices encountered in the management of transportation systems. Includes impact of public policy; capital facilities; industry structure; costs; operations pricing and environmental relationships. Course Information: Prerequisite(s): MGMT 340 and MGMT 350, or consent of the instructor.

MGMT 481. Managerial Logistics. 3 hours.

Management of activities governing flow of materials and products through stages of production and distribution. Includes design of logistical systems and use of mathematical techniques. Course Information: Prerequisite(s): MGMT 340; and MATH 165 or MATH 180; or consent of the instructor.

MGMT 485. Corporate Sustainability and Responsibility. 3 hours.

Theories and techniques for designing and implementing corporate sustainability and responsibility programs to create private and social value. Course Information: Prerequisite(s): MGMT 340 and MGMT 350.

MGMT 486. Managerial Consulting. 3 hours.

Development of knowledge and critical skills necessary to operate effectively as internal or external management consultants through an applied experience with an organization. Course Information: Field work required. Prerequisite(s): MGMT 452 and MGMT 453; or consent of the instructor.

MGMT 490. Cracking the Case: Case Analysis for Consulting Projects. 3 hours.

Develops students' ability to understand analytical variations across industries and identify relevant data and facts to solve managerial issues. This course will introduce students to the case methodology. Course Information: Extensive computer use required. Prerequisite(s): ACTG 210 and ACTG 211 and BA 200 and FIN 301 and FIN 302 and IDS 200; and IDS 270 and IDS 355 and MGMT 340 and MGMT 350 and MKTG 360; and consent of the instructor. Recommended background: MGMT 355 and MGMT 360.

MGMT 494. Special Topics in Management. 3 hours.

Exploration of areas not covered in existing course offerings or study of selected topics in greater depth. Subject matter will vary from semester to semester. Course Information: May be repeated. Students may register in more than one section per term. Prerequisite(s): Senior standing and 9 hours of 400-level management courses, or consent of the instructor.

MGMT 495. Competitive Strategy. 4 hours.

Multidisciplinary analysis of organization strategy and policy, using case method and/or business simulation. Assignments involve extensive library research and oral and written reports. Course Information: Credit is not given for MGMT 495 if the student has credit in ACTG 495 or FIN 495 or IDS 495. Prerequisite(s): IDS 355 or IE 365; and FIN 300 Senior standing in the College of Business Administration or senior standing in Engineering Management, and completion of all other CBA core courses.

MGMT 499. Research Experience. 1-3 hours.

Research experience under the supervision of a faculty member. The faculty member and student will determine the research project. Each student must submit a written report and each student must participate at a research event on campus. Course Information: May be repeated to a maximum of 6 hours. Students may register in more than one section per term. Prerequisite(s): Consent of the instructor.