

# Management (MGMT)

## Courses

### **MGMT 300. Principles of Management. 3 Credits.**

This course provides a survey of the traditional functions of management with primary emphasis on planning, organizing, controlling, and leading. This emphasis involves coverage of managerial decision making, leadership, motivation, interpersonal communication, staffing human resources, and organizational structure, design, and change and development. Additional topics include the history of managerial thought, management information systems, international management, and business ethics and social responsibility. Corequisite: A total of 30 or more credit hours, including courses in progress. F,S.

### **MGMT 301. Operations Management. 3 Credits.**

This course introduces managerial issues and problems arising in the operations function of both service and manufacturing-oriented organizations. Topics include: aggregate planning, facility layout, forecasting, inventory control and management, introduction to linear programming, operations strategy, processes and technology, project management, quality control and management, scheduling, supply chain management, and waiting line analysis. Prerequisite: ECON 210 with grade of C or better, and Junior or Senior standing. F,S.

### **MGMT 302. Human Resource Management. 3 Credits.**

A survey of the concepts, procedures, and programs associated with Human Resources Management in organizations. It includes an overview of the basic management functions and legal issues linked to the execution of the personnel functions of employment, performance appraisal, training, compensation, and development. Prerequisite: MGMT 300 with grade of C or better and Junior or Senior standing. F,S.

### **MGMT 309. Quantitative Methods for Managers. 3 Credits.**

Topics include decision analysis, forecasting, linear programming, integer and mixed programming, network models, queuing analysis, and simulation. Prerequisite: ECON 210 with grade of C or better, MGMT 301 with grade of C or better, and Junior or Senior Standing. F,S.

### **MGMT 310. Organizational Behavior. 3 Credits.**

The objective of this course is to allow the student to become acquainted with and experience various ways of thinking about and responding to the issues of human relations and management. The course is designed to survey the following topics at the individual, group, and organizational levels: individual perceptions, attitudes, values, motivation, leadership, communication, group dynamics, and problem solving. Prerequisite: MGMT 300 with grade of C or better, and Junior or Senior standing. F,S.

### **MGMT 332. Purchasing. 3 Credits.**

An introductory course in procurement/purchasing of products, services, equipment/technology, etc. The course addresses issues across various sectors of the economy such as services, retail, wholesale, manufacturing, government, not-for-profit, etc. Prerequisite or Corequisite: MGMT 301 with a grade of C or better. F.

### **MGMT 360. Business Ethics and Social Responsibility. 3 Credits.**

This course explores responsible business practices at both the individual and organizational levels. Key concepts of business ethics are studied, with a focus on how managers can motivate employees and other stakeholders to support socially responsible business decisions and practices. Prerequisite: MGMT 300 with a grade of C or better. On demand.

### **MGMT 361. Managerial Negotiations. 3 Credits.**

A survey of negotiation, mediation, arbitration, and emerging methods of alternative dispute resolution. Students will be required to engage in small and large group discussions, simulated negotiations and mediations in addition to regular reading assignments. This course is designed to help students understand their bargaining position in a variety of settings, devise negotiating strategies, and build their persuasive abilities and self-confidence in negotiations. Prerequisite: MGMT 300 with grade of C or better. On demand.

### **MGMT 362. Leadership and Conflict Resolution. 3 Credits.**

This course will explore the nexus between leadership and the ability to navigate through the tough waters of conflict. Participants will be encouraged to reflect, explore, and apply concepts that will help them to achieve success in their professional and personal lives. On demand.

### **MGMT 372. Fundamentals of Project Management. 3 Credits.**

This course covers the fundamental concepts and applied techniques for cost, resources, risk, scheduling, and stakeholder management of both long-term development programs and short-term projects. Project management deals with project proposals, charters, and the management of projects, those limited in scope, budget, and schedule. The course uses cases from a wide variety of industries, including construction, information systems, non-profit organizations, the government and the military. Students will also become familiar with PM software tools and certification options. Using discussions and in group class work, students will learn how to apply the skills required of a project manager in today's climate. Prerequisite: MGMT 300 or LEAD 101 with a grade of C or better, or instructor approval. S.

### **MGMT 395. Special Topics. 3 Credits.**

Specific topics will vary. Course will offer specialized knowledge in a specific area; e.g. Human Resource Management, Operations Management, Strategic Management. May be taken a maximum of two times for credit. Prerequisite: MGMT 300 with a grade of C or better; Management department may require additional prerequisites for specific sections; Management department approval. Repeatable to 6.00 credits. On demand.

### **MGMT 397. Cooperative Education. 1-2 Credits.**

On-the-job compensated experience in general management or human resource management, operations or supply chain management. A maximum of 6 credits cumulative from MGMT 397 and MGMT 497 are allowed to be used towards the above mentioned degree programs. Prerequisite: MGMT 300 with a grade of C or better, GPA of 2.5 and consent of instructor. Repeatable to 6.00 credits. S/U grading. F,S,SS.

### **MGMT 400. Organizational Theory and Analysis. 3 Credits.**

The course is designed to acquaint students with some of the alternative ways in which organizations may be designed to accomplish their tasks. The course reviews the development of organization theories, their current status, and their future. Emphases are placed on the analyses of system theories pertaining to structure, process, and context. Prerequisite: MGMT 300 with grade of C or better, and Junior or Senior standing. Prerequisite or Corequisite: MGMT 310. F,S.

### **MGMT 407. Wage and Salary Administration. 3 Credits.**

The role of a wage and salary administrator is studied. The course focuses on the fundamentals of wage theory, job evaluation and pricing, employee evaluation, individual and group incentive plans, benefits, and managerial/executive compensation. Prerequisite: MGMT 302 with grade of C or better, and Junior or Senior standing. S, odd years.

### **MGMT 408. Performance Management and Human Resource Management Issues. 3 Credits.**

This class explores various performance management approaches used by human resource management professionals and managers to improve work performance in organizations. This course also investigates current issues in the field of human resource management that potentially impact the performance of work. Prerequisite: MGMT 302 with grade of C or better, and Junior or Senior standing. F, odd years.

### **MGMT 409. Union-Management Relations. 3 Credits.**

This course provides the student with an overview of the role of labor unions in contemporary organizations. The primary emphasis of the course is on the collective bargaining process. Students are engaged in simulated collective bargaining processes involving negotiations, mediation, arbitration, and final contractual agreements. Causes of industrial disputes and grievance arbitration are also covered. Prerequisite: MGMT 302 with a grade of C or better, and Junior or Senior standing. On demand.

### **MGMT 410. Staffing: Recruitment and Selection. 3 Credits.**

This course trains students in one of the major components (applicant recruitment and selection) for Human Resource professionals as well as managers. In doing so, students are introduced to the techniques of analyzing the effectiveness and appropriateness of various instruments used by professionals. Additionally, students are introduced to the strategies associated with the use of different recruitment and selection techniques. Prerequisite: MGMT 302 with grade of C or better, and Junior or Senior standing. S, even years.

**MGMT 412. Training and Development. 3 Credits.**

This course trains students in one of the major components (employee training and development) for Human Resource professionals as well as managers. In doing so: students are introduced to the current state of employee training and development practices; acquire a basic understanding of key issues related to the structure, the methods, and the use of technology for the training of employees; and through readings, lectures, discussions, and presentations learn to apply learning theories in the development and implementation of a strategic employee training system. Prerequisite: MGMT 302 with grade of C or better, and Junior or Senior standing. F, even years.

**MGMT 420. Multinational Management. 3 Credits.**

This course is an introduction to the dynamics of management processes encountered in a multinational business setting. It covers comparative management systems and analysis of various environmental conditions for making effective managerial decisions within a multinational company. Adaptation to different cultures is emphasized as one of the essential components of the successful multinational management equation. Prerequisite: MGMT 300 with a grade of C or better, and Junior or Senior standing. On demand.

**MGMT 431. Supply Chain Management. 3 Credits.**

This course covers the set of approaches utilized to efficiently integrate activities of suppliers, operations/production, and distribution of goods and services. Topics include: logistics, inventory, information systems, integration, alliances, procurement, international issues, coordination of product/service and processes in a supply chain, customer value, and decision support. Prerequisite: MGMT 301 with grade of C or better. F, even years.

**MGMT 432. Supplier Relationship Management. 3 Credits.**

This course focuses on the "upstream" portion of the supply chain and stresses managerial issues in supplier relations. Topics covered include: cross functional issues in supply management, social responsibility, buyer-supplier relationships, quality management, total cost of ownership, developing supply requirements, strategic sourcing, cost management, relationship management, and world-class supply management. Prerequisite: MGMT 301 with grade of C or better. S, even years.

**MGMT 433. Logistics in the Supply Chain. 3 Credits.**

The primary emphasis of this course is directed toward dealing effectively with the management problems associated with moving and storing goods throughout the supply chain. Major topics covered include: logistic network strategy and planning, transportation strategy, inventory strategy, location strategy. Corequisite: MGMT 309 with grade of C or better. S, odd years.

**MGMT 475. Strategic Management. 3 Credits.**

This is the capstone course in business. The focus is on understanding companies, competitors, and industries, and the factors that influence long term competitive advantage. In addition to and in conjunction with these topics, students apply knowledge gained in prerequisite courses to develop integrated cross-functional business strategies. The course includes a comprehensive business exam covering material from all prerequisite courses. Prerequisite: ACCT 200, ACCT 201, ECON 201, ECON 202, ECON 210, ISBA 217, MGMT 300, MGMT 301, FIN 310, MRKT 305, and 95 credits. F,S.

**MGMT 489. Senior Honors Thesis. 1-8 Credits.**

Supervised independent study culminating in a thesis. Repeatable to 9 credits. Prerequisite: HON 401. Repeatable to 9.00 credits. F,S,SS.

**MGMT 494. Readings in Management. 1-4 Credits.**

Selected readings in management. Prerequisite: Senior or graduate standing and consent of instructor. Repeatable to 8.00 credits. F,S.

**MGMT 497. Internship in Management. 1-3 Credits.**

Guided, practical experience in human resource management, production, operations supply chain management, or general management, with selected participating businesses or organizations. A maximum of 6 credits cumulative from MGMT 397 and MGMT 497 are allowed to be used towards a degree program. Prerequisite: MGMT 300 with a grade of C or better, GPA of 2.5, and consent of instructor. Repeatable to 6.00 credits. S/U grading. F,S,SS.

**MGMT 500. Organizational Leadership and Business Ethics. 3 Credits.**

This course will explore concepts of leadership and ethics in organizations. Students will examine major theories of leadership and their application to practice, models of ethical thinking and behavior, and how managers can effectively lead others in a responsible manner. Exercising effective and ethical leadership requires a diverse set of skills including communication through multiple modes, recognizing individual differences, negotiating diverse interests, and implementing a repertoire of decision-making approaches. Prerequisite: Admission to MBA program and department consent required. F.

**MGMT 501. Quantitative Analysis for Management Decisions. 3 Credits.**

The topic of quantitative business modeling is relevant to all business professionals. Management in today's turbulent economic times requires a full breadth of management skills and capabilities. This course provides comprehensive coverage of both traditional management skills and new competencies needed in a turbulent environment characterized by economic turmoil and general uncertainty of the future. This course is designed for any manager who is engaged in solving difficult business problems. The key to problem solving is knowing how to select and then use the right tools. The primary goals of this course are to provide a variety of quantitative models that should be useful in solving business problems, explain how they work, and show how the decision maker can apply and interpret them. This course covers various topics, such as Linear Programming, Sensitivity Analysis, Network Models, Integer Programming, Nonlinear Programming, and Forecasting. Spreadsheet-based tools and techniques will be extensively utilized in building various decision models for effective decision making in this course. Because Excel currently offers the best collection of built-in analytical capabilities, it will be used with this course. Prior experience with Excel is certainly helpful, but it is not required. Prerequisite: Admission to MBA or Master of Systems Engr and dept consent; ECON 506 required for MBA students; completion of a college stats course OR successful completion of "Business Math and Statistics" from Ivy Software required for engr students. S,SS.

**MGMT 505. Organization Leadership and Ethics. 2 Credits.**

This course will explore concepts of leadership and ethics in organizations and business. Students will examine major theories of leadership and their application to practice in groups and organizations, models of ethical thinking and behavior, and how managers can effectively lead others in a responsible manner. Prerequisite: Graduate standing. On demand.

**MGMT 515. Human Relations in Organizations. 3 Credits.**

This course will explore the management of people and organizations. Students will examine concepts of the behavior of individuals and groups within organizations, motivation, decision making, conflict, organization design, and human resource management, and explore the application of theories in management practice. Prerequisite: Admission to MBA program and department consent required. S,SS.

**MGMT 545. Strategic Supply Chain Management. 3 Credits.**

Contemporary supply chains are complex systems that must be constantly adapted with the changing environment in which they are functioning. This course will explore the management of supply chains including concepts of supply chain networks, supply chain strategies, and some analytic tools for supply chain performance. It is the vital responsibility of supply chain managers to continuously improve their firm's competitive position in the marketplace. Students will examine how supply chains can be organized effectively (strategic) and efficiently (operational) in order to satisfy the market, customer demand, and supply chain trading partners. Prerequisite: Admission to the MBA Program and department consent required and successful completion of MGMT 501. F,S.

**MGMT 575. Special Topics. 3 Credits.**

Specific topic will vary from offering to offering at the discretion of the department. Departmental permission will be required for enrollment. Prerequisites and/or corequisites may be required depending upon the special topic selected. Course may be repeated up to a total of 9 credits with permission of department. Prerequisite: Departmental permission. Repeatable to 9.00 credits.

**MGMT 585. Advanced Strategic Management. 3 Credits.**

An integrating course designed to develop coordinating ability and experience in the decision-making process. Taught from the point of view of the top management and by the case method, the course develops understanding of an overall point of view, through analysis of actual business situations, and an appreciation of the relations of the production department to other departments and to the business as a whole. Concluding cases place emphasis on the responsibilities of business enterprise to the community and to society generally. Prerequisite: ACCT 502, MRKT 510 and six additional credits from MBA courses, and department consent required. F,S.

**MGMT 596. Individual Research. 2-4 Credits.**

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**MGMT 597. Readings in Management. 1-3 Credits.**

Repeatable to 3.00 credits.

**MGMT 996. Continuing Enrollment. 1-12 Credits.**

Repeatable. S/U grading.

**MGMT 997. Independent Study. 2 Credits.**

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**MGMT 998. Thesis. 1-15 Credits.**

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