

# Management (MGNT)

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**MGNT 3250. Management and Organization Behavior. 3 Hours.**

Prerequisites: ACCT 2101 and ECON 2106 with a grade of "C" or better. An introduction to the discipline of management and contemporary management of organizations with major emphasis on organization behavior. Topics include perception, attitude, personality, motivation, group dynamics, interpersonal communication, job design, learning theory, decision making, conflict, power, organizational politics, leadership, diversity, and organizational culture.

**MGNT 3300. Production and Operations Management. 3 Hours.**

Pre or Co-requisites: MGNT 3250 with a grade of "C" or better. An overview of the concepts, strategies, and techniques for an organization's operations, including, including process design, quality management, capacity management, and inventory management. A number of quantitative techniques are applied.

**MGNT 3400. Supply Chain Management. 3 Hours.**

Prerequisites: MGNT 3250 with a grade of "C" or better. An introduction to the discipline of supply chain management with emphasis on hands-on experience with supply chain technologies. Major topics include supply chain coordination, supply chain resilience, supply chain sustainability, and supply chain integration.

**MGNT 3450. Management Information Systems. 3 Hours.**

Prerequisites: MGNT 3250 with a grade of "C" or better; BUSA 2201, CS 1000 or ACED 2400 with a grade of "C" or better.. Information processing, meaning and role of information systems, information systems procedures, business functions of computers, into systems analysis and design, files and databases, office automations, data communication, behavioral and organizational implications, selection of hardware and software.

**MGNT 3500. Employment Law. 3 Hours.**

Prerequisites; BUSA 2106 with a grade of "C" or better. Legal aspects of human resources management from the perspective of both employer and employee. The course will review the hiring process, management of a diverse workforce pay, benefits, terms and conditions of employment, and terminating employment. Students will address a wide range of problems involving these issues and will learn strategies for avoiding legal conflict.

**MGNT 3900. Applied Entrepreneurship Skills. 3 Hours.**

Prerequisites: MGNT 3250, and MKTG 3050 with a grade of "C" or better. A study of the principles of entrepreneurship, combining theory and real-life examples, the course explores the psychological profile of entrepreneurial.

**MGNT 3910. Small Business Management. 3 Hours.**

Prerequisites: MGNT 3250, and MKTG 3050 with a grade of "C" or better. Fundamentals of small business management and operations. Topics explored include the legal and operating ramifications involved in the selection of a business purchase or start as well as formal strategic planning inclusive of operational, financial, marketing, and human resources needs.

**MGNT 3920. Family Business Management. 3 Hours.**

Pre co-requisite: MGNT 3250. Management issues and techniques for the family-owned and/or managed enterprise. Topics include stages of development of family business, planning for transitions in ownership and management, human relations issues, conflict resolution, opportunity identification and exploitation.

**MGNT 4000. Human Resource Management. 3 Hours.**

Pre or co-requisite: MGNT 3250. The recruitment, selection, training, development, utilization and maintenance of human resources by organizations. Topics also include labor- management relations and the legal environment.

**MGNT 4005. Staffing Organizations. 3 Hours.**

Prerequisite: MGNT 4000 with a grade of "C" or better. Overview of the issues and practices involved in talent acquisition, deployment, and retention. The course examines measurement issues for the use and validation of selection procedures; the link between staffing activities and organizational strategy; the business impact of selection decisions; and HR metrics.

**MGNT 4020. Measuring and Rewarding Performance. 3 Hours.**

Prerequisite: MGNT 3250 with a grade of "C" or better. A study of measuring and rewarding performance. Topics include reward system development, total rewards perspective, financial and nonfinancial reward elements, employee engagement, performance appraisal, job analysis, job evaluation, and the implications of such topics within the context of entrepreneurship and current business trends.

**MGNT 4060. Career Development. 3 Hours.**

Prerequisite: MGNT 3250 with a grade of "C" or better. The major issues in career development and management in organizations. The goals of this course are: to increase students' skills in managing their own careers: and to increase students' skills in developing the careers of their subordinates.

**MGNT 4200. Leadership Theory and Skills. 3 Hours.**

Prerequisite: MGNT 3250 with a grade of "C" or better. A broad survey of leadership theory and an opportunity to develop practical leadership skills. Students will have the opportunity to assess their own leadership strengths and weaknesses in the context of their own career aspirations, as well as learn from interactions with practitioners.

**MGNT 4600. Project Management. 3 Hours.**

Prerequisites: BUSA 2100, and MGNT 3250 with a grade of "C" or better. Introduces basic principles and practices of project management including organizational structures, management functions, PM life-cycle, planning, execution, control, conflict resolution, scope management, risk management, ROI, and quality assurance.

**MGNT 4640. Decision Modeling for Business Analytics. 3 Hours.**

Prerequisites: DATA 3200 with a grade of "C" or better. Applications of quantitative techniques for supporting data-driven decision-making. Topics include linear programming, optimization, and simulation modeled using state-of-the-art data analytics software.

**MGNT 4650. Organizational Change and Development. 3 Hours.**

Prerequisite: MGNT 3250 with a grade of "C" or better. A study focuses on cyclical relationship between learning and change at both the individual and organizational level. The course emphasis placed on a better understanding of processes of learning, and how that understanding can help create a culture of continuous improvement. A second complementary emphasis is on successfully managing change in various contexts.

**MGNT 4660. Training and Development. 3 Hours.**

Prerequisite: MGNT 4000 with a grade of "C" or better. An examination of employee and management training in organizations. Topics include the development, administration, and evaluation of training programs; needs assessment, theories and program design, transfer of training, traditional training methods, use of new technologies in training, career development, and follow-up and evaluation of costs and benefits of training.

**MGNT 4700. Quality Management. 3 Hours.**

Prerequisite: MGNT 3250 with a grade of "C" or better. A study of fundamentals and principles of quality management and Six Sigma methodologies addressing topics such as quality philosophies, total quality management, statistical methods, process improvement, and Six Sigma.

**MGNT 4800. International Management. 3 Hours.**

Pre or co-requisite: MGNT 3250. An overview of the impact of globalization on contemporary markets, focuses on the integration of differing cultural, geographic, and legal systems between trading partners. The topics includes cross-cultural communication, differences in labor laws, the influence of labor unions, preferences for leadership styles, tactics in negotiation, and important precursors for organizational effectiveness.

**MGNT 4950. Special Topics in Management. 1-3 Hours.**

Directed research, readings or project in management. The proper form must be submitted to the Dean of the College of Business Administration at least two weeks prior to the beginning of the semester. May be taken more than once for up to 3 hours if topics are different.

**MGNT 4980. Management Internship. 3 Hours.**

Graded "Satisfactory" or "Unsatisfactory". The application of skills related to the academic discipline of management in an employment situation. A written reflection and an employer evaluation is required. The internship can be taken only once.

**MGNT 4990. Directed Study in Management. 1-3 Hours.**

Prerequisite: Consent of instructor and Department Head. Topics to be assigned. May be taken more than once for up to 3 hours if topics are different.