

MANAGEMENT (MGMT)

MGMT 3310 Intro Entrepren & Creativity **3 SCH (3)**

The entrepreneurial process; how business personnel build basics out of ideas. Types of entrepreneurs are studied as well as the organizations. How strategy, marketing, accounting, organization behavior, finance, and business communication are all needed for success. How organizations can foster instead of stifle creativity be redefining paradigms. Creating new and potentially stronger businesses.

MGMT 3312 Org Theory and Human Behavior **3 SCH (3)**

Various organizational structure models and supporting theory, organizations as complex systems, organizational behavior, individual and group dynamics in the business environment, organization development and change. Prerequisite: junior standing.

MGMT 3322 Principles of Management **3 SCH (3)**

Introduction to the management of business organizations. The functions of management and role of the manager. Managerial decision-making, communication, social responsibility and business ethics. How organizational power and politics affect the manager.

MGMT 3325 Human Resource Management **3 SCH (3)**

Policies and practices relating to recruitment, selection, training and development, performance appraisal, reward system, and employee relations. Strategic human resource planning, equal employment opportunity laws, and international human resource management issues. Prerequisite: credit or registration in MGMT 3312.

MGMT 3351 Principles of Operations Mgmt **3 SCH (3)**

Detailed analysis of the planning, systems design, control and use of physical resources in the production of goods and services. Introduction to quantitative tools of operations management. Prerequisite: BUAD 3355; credit or registration in MGMT 3312.

MGMT 3355 Logistics & SCM **3 SCH (3)**

The study of the processes directly related to the creation and distribution of goods and services, forecasting, inventory management, logistics and supply chain information systems. BUAD 3355, ISYS 3330 and MATH 1324.

MGMT 4321 Negotiation/Dispute Resolution **3 SCH (3)**

Emphasis on fundamental skills in the art of negotiation across a variety of settings, including business, law, marketing, and sales; basics of both collaborative and competitive approaches including planning tools and techniques. MGMT 4321 and MKTG 4321 may not both be taken for credit. Prerequisite: MKTG 3324.

MGMT 4331 International Management **3 SCH (3)**

Management of the internationally competitive firm; topics considered include leadership, organizational structure, cultural differences and similarities and competitive analysis. Prerequisite: senior standing in Business Administration.

MGMT 4338 Strategic HR Management **3 SCH (3)**

Human resource topics in the nature of work, recruitment, selection, training and development, compensation, benefits, labor relations, and health and safety. Prerequisite: MGMT 3325.

MGMT 4340 Internship in Management **3 SCH (3)**

An off-campus learning experience allowing the acquisition and application of management skills in an actual work setting. Prerequisite: approval of the department chair.

MGMT 4348 Compensation Theory and Admin **3 SCH (3)**

Study of theories, methods, and practices of compensation in organizations. Prerequisite: MGMT 3325.

MGMT 4351 Leadership in Organizations **3 SCH (3)**

Theoretical foundations of leadership in organizational change and innovation initiatives as they relate to competitive advantage in a ever-changing global market. Prerequisites: MGMT 3312 and MGMT 3322.

MGMT 4358 Lean Operations **3 SCH (3)**

Concepts, tools, and techniques applied in the design and operation of lean systems. Prerequisite: MGMT 3312.

MGMT 4360 Small Business Consulting **3 SCH (3)**

Analysis and review of actual small business clients submitted by the Small Business Administration under the Small Business Institute Program; providing recommendations to the client. Prerequisites: MGMT 3312, MGMT 3325, and ACCT 3250.

MGMT 4365 Ethics and Sustainability **3 SCH (3)**

Ethics and sustainability topics in organizational business practices; how they interplay based on differing environmental contexts. Prerequisites: MGMT 3312 and MGMT 3322.

MGMT 4380 Senior Research **3 SCH (3)**

Research study under supervision of instructor resulting in a paper to be presented at a research symposium approved by the instructor. Prerequisites: senior standing and consent of instructor.

MGMT 4390 Strategic Mgmt Global Bus Env **3 SCH (3)**

To provide a capstone course for the graduating senior majoring in business that will allow him or her to practically apply the concepts and theories learned in the undergraduate program. The student will do this through integrating those principles with the ones that serve as the theoretical framework for the field of strategic management. The end result of this process will be a student who is able to analyze complex business problems and to effectively make decisions that affect the entire organization. Prerequisite: must be taken in the final semester before graduation in business administration.

MGMT 4395 Special Topics in Management **1-3 SCH (1-3)**

Special studies in management. May be repeated for credit. Prerequisite: consent of the instructor.