

Management (MGMT)

MGMT 3310 Intro Entrepren & Creativity **3 SCH (3-0)**

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 by redefining paradigms. Creating new and potentially stronger businesses.

MGMT 3312 Org Theory and Human Behavior **3 SCH (3-0)**

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 (3-0)**

This course introduces management in organizations. The fundamentals and principles of management (planning, organizing, directing, and controlling) and the functions of managers and workers in areas such as decision making, communication, motivation, leadership, diversity, social responsibility, and business ethics.

MGMT 3325 Human Resource Management **3 SCH (3-0)**

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: MGMT 3322.

MGMT 3332 Managing-Working Virtual Teams **3 SCH (3-0)**

Introduces the challenges of managing and collaborating in a virtual environment and the tools that allow virtual teams to work efficiently and effectively. Prerequisites: ISYS 3330 and MGMT 3322.

MGMT 3335 Recruitment & Staffing **3 SCH (3-0)**

Effective recruitment and selection practices are the key to organizational success. In this course, students will learn key recruitment and selection skills, including human resource forecasting and planning, recruitment process, selection process, and legal compliance in recruitment and selection. Prerequisite: MGMT 3325.

MGMT 3340 Databases & Data Warehousing **3 SCH (3-0)**

Database design with emphasis on Relational Database Model. Concepts on data warehousing and on-line analysis processing (OLAP). Prerequisite: ISYS 3330. (Credit may only be obtained for one of the following classes: FINC 3340, MGMT 3340, MKTG 3340, or ISYS 3340.)

MGMT 3351 Principles of Operations Mgmt **3 SCH (3-0)**

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.

MGMT 3355 Operations and Supply Change Management **3 SCH (3-0)**

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 3356 Systems Analysis and Design **3 SCH (3-0)**

Analysis and design techniques required for implementing medium to large-scale computer information systems. Development of requirements for personnel, software and equipment for typical applications. Prerequisites: ACCT 2302 and ISYS 3330. (Credit may only be obtained for one of the following classes: FINC 3356, MGMT 3356, MKTG 3356, or ISYS 3356.)

MGMT 3358 Business Information Systems **3 SCH (3-0)**

A comprehensive study of the use of information technology as an organization resource, including the implementation of disciplined processes and management development to effectively exploit the power of modern information technology. (Credit may only be obtained for one of the following classes: FINC 3358, MGMT 3358, MKTG 3358, or ISYS 3358.)

MGMT 4320 Predictive Analytics for Business **3 SCH (3-0)**

An introduction to data mining techniques for efficient data retrieval and process. Identify and discern the right predictive analytic techniques for diverse business problems. Prerequisites: BUAD 3355 and ISYS 3330. (Credit may only be obtained for one of the following classes: FINC 4320, MGMT 4320, MKTG 4319, or ISYS 4320.)

MGMT 4321 Negotiation/Dispute Resolution **3 SCH (3-0)**

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 (3-0)**

Management of the internationally competitive firm; topics considered include leadership, organizational structure, cultural differences and similarities and competitive analysis. Prerequisite: BUAD 2374 and MGMT 3322.

MGMT 4335 Human Resource Development 3 SCH (3-0)

Developing human resources and aligning them with organizational goals bring competitive advantages to organizations. This course addresses a wide range of topics in an organization's human resource development function, including corporate training and development function, training program design, methods for training delivery, and resources for human resource training and development efforts. Prerequisite: MGMT 3325.

MGMT 4338 Strategic HR Management 3 SCH (3-0)

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 (0-3)

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 (3-0)

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

MGMT 4351 Leadership in Organizations 3 SCH (3-0)

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

MGMT 4358 Lean Operations 3 SCH (3-0)

Concepts, tools, and techniques applied in the design and operation of lean systems. Prerequisite: MGMT 3322

MGMT 4359 Information Systems Project Management 3 SCH (3-0)

Planning, organizing and control activities required for effective information systems management. Prerequisite: MGMT 3356. (Credit may only be obtained for one of the following courses: FINC 4358, MGMT 4359, MKTG 4358, or ISYS 4358.)

MGMT 4360 Small Business Consulting 3 SCH (3-0)

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 3310.

MGMT 4365 Ethics and Sustainability 3 SCH (3-0)

Ethics and sustainability topics in organizational business practices; how they interplay based on differing environmental contexts. Prerequisite: 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 (3-0)

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: Senior standing and 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.