### Management (MGMT)

#### Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
<th>Prerequisite(s)</th>
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<tr>
<td>MGMT 445</td>
<td>Organizational Theory</td>
<td>3</td>
<td>MGMT 340 and MGMT 350. 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.</td>
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<tr>
<td>MGMT 447</td>
<td>Organizations.</td>
<td>3 or 4</td>
<td>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.</td>
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<td>MGMT 452</td>
<td>Organizational Behavior</td>
<td>3</td>
<td>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): Junior standing and MGMT 340.</td>
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<tr>
<td>MGMT 453</td>
<td>Human Resource Management</td>
<td>3</td>
<td>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 and MGMT 350 and junior standing.</td>
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<tr>
<td>MGMT 463</td>
<td>Negotiation and Conflict Resolution</td>
<td>3</td>
<td>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.</td>
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<tr>
<td>MGMT 465</td>
<td>Compensation and Reward Systems</td>
<td>3</td>
<td>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 453.</td>
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<td>MGMT 466</td>
<td>Managerial Effectiveness Through Diversity</td>
<td>3</td>
<td>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.</td>
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<tr>
<td>MGMT 467</td>
<td>Impact of Technological Change</td>
<td>3</td>
<td>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.</td>
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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.

MGMT 530. Family Business Management. 4 hours.
Special issues facing family-owned and closely-held firms. Emphasis on behavioral, operational, and strategic issues, family dynamics, and interpersonal issues in professional settings; succession planning. Course Information: Prerequisite(s): Admission to the MBA Program. Recommended background: MGMT 502 or MKTG 502.

MGMT 540. Organizational Analysis and Practice. 4 hours.
Organizational analysis and applications based on key organization theories; structure, technology, environmental adaptation, management functions and controls, formal and informal organization. Course Information: Prerequisite(s): Admission to the MBA or M.S. in Accounting program.

MGMT 541. Organizational Behavior. 4 hours.
The organization as a social system. Topics include leadership, interpersonal effectiveness, group behavior, managing change, conflict management, motivation and behavior, and interpersonal communications. Course Information: Credit is not given for MGMT 541 if the student has credit for MBA 505. Prerequisite(s): Admission to MBA or M.S. in Accounting program.

MGMT 550. Leading for Impact. 4 hours.
Provides an understanding of how to lead organizations both internally and externally so as to maximize healthy organizational functioning and positive impact. Course Information: Prerequisite(s): MGMT 541.

MGMT 553. Human Resource Management. 4 hours.
Human resource management programs and policies. Staffing, training and development; historical evolution of personnel policies, modern labor force and technological trends; supervision, salary administration, human resource research and utilization. Course Information: Prerequisite(s): MGMT 541 or consent of the instructor.

MGMT 557. International Management. 4 hours.
Management practices and problems in major nations. Legal and cultural factors affecting managerial policies and decisions; organization planning and manpower utilization; comparative management systems and ideologies. Course Information: Prerequisite(s): MGMT 541.

MGMT 564. Negotiations. 4 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: Credit is not given for MGMT 564 if the student has credit for MGMT 594. Special topics: Negotiations. Prerequisite(s): MGMT 541.

MGMT 568. Compensation Administration. 4 hours.
Compensation theory policies and practices, including job analysis and evaluation, compensation surveys, wage and salary structures, merit and incentive compensation employee benefits and pension plans. Course Information: Prerequisite(s): MGMT 553.

MGMT 570. Social and Legal Environment of the Firm. 4 hours.
Exploration of current ethical, social, political, technological, economic, and global issues as they relate to business and management in setting goals, making decisions, and creating policy. Course Information: Prerequisite(s): ECON 520.

MGMT 573. Research Methods in Organizational Behavior and Human Resource. 4 hours.
Methodologies and industrial design appropriate for research in human resource and relations management, and organizational behavior. Students expected to complete a theoretically based research paper. Course Information: Prerequisite(s): Ph.D. student status or consent of instructor.

MGMT 575. Seminar: Topics in Personnel Practices and Relations. 4 hours.
Relationships among work environment, compensation, unions and workers performance. Emphasis on legislation affecting employee selection, rewards, and the quality of work life. Course Information: Prerequisite(s): Ph.D. student status or consent of instructor.

Applies concepts, structures, theories and methods of organizational behavior to develop techniques useful for research and practice at the micro level of human resource management. Course Information: Prerequisite(s): Ph.D. student status or consent of the instructor.

MGMT 579. Contemporary American and International Management. 4 hours.
Student teams evaluate case studies, present findings and recommendations for business strategies and research corporations of visiting executives, prepare presentations, and critique lectures.

MGMT 581. Administrative Structure and Organizational Design. 4 hours.
An advanced exploration of theories of administrative structure and organizational design. Course topics include: conceptual models; macro, middle and micro level variables and principles and strategies of organizational change and development. Course Information: Prerequisite(s): MGMT 541.

MGMT 582. Global Innovation Management. 4 hours.
Provides the student with a survey and case studies of successful innovations, their components, strategies and financial structure. Course Information: Same as IDS 542. Prerequisite(s): Graduate or professional standing; and consent of the instructor.

MGMT 587. Seminar: Topics in Organizational Behavior and Human Resources. 4 hours.
Topics of current research interest in human resource systems and organizational behavior. Focuses on current issues in published literature and unpublished research. Course Information: Prerequisite(s): Ph.D. student status or consent of the instructor.

MGMT 588. Seminar: Topics in Strategic Management. 4 hours.
Selected topics and current problems in organizational strategy. Research and field work in strategic planning. Application of theory and concepts to problems in strategic management. Course Information: Prerequisite(s): Admission to the PhD in Business Administration Program.

MGMT 589. Seminar: Topics in Human Resource Management. 4 hours.
Recent literature including parameters of the field, system designs and applications, information systems, and studies of work systems, quality of work life, productivity and career management. Course Information: Prerequisite(s): Ph.D. student status or consent of the instructor.
MGMT 590. Strategic Management. 4 hours.
Study of strategies and policies that influence the long-term survival,
growth, and character of business firms; strategy formulation and
implementation in domestic and international organizations. Course
Information: Prerequisite(s): Enrollment in the final year of the MBA
program.

MGMT 591. Research Apprenticeship. 2-4 hours.
Directed training in conducting research in specific areas of
management, and in developing skills related to the research. Course
Information: Satisfactory/Unsatisfactory grading only. May be repeated.
Prerequisite(s): Consent of the instructor.

MGMT 594. Special Topics in Management. 1-4 hours.
An intensive study of a selected topic in management. Topics vary by
section and by term. Course Information: May be repeated to a maximum
of 12 hours if topics vary. Students may register in more than one section
per term. Prerequisite(s): Consent of the instructor.

MGMT 596. Independent Study in Management. 1-4 hours.
Independent study under direction of a faculty member. Course
Information: May be repeated. Students may register in more than one
section per term. Prerequisite(s): Consent of the head of the department.

Independent research on topic approved for the doctoral dissertation.
Course Information: Satisfactory/Unsatisfactory grading only. May be
repeated. Students may register in more than one section per term.
Prerequisite(s): Consent of the instructor.