

# Management (MGMT)

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## **MGMT 445. Organizational Theory. 3 hours.**

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.

## **MGMT 447. Organizations. 3 or 4 hours.**

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.

## **MGMT 452. Organizational Behavior. 3 hours.**

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): MGMT 340; or consent of the instructor.

## **MGMT 453. Human Resource Management. 3 hours.**

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; or consent of the instructor.

## **MGMT 454. Labor-Management Relations. 3 hours.**

Labor unions and their impact on business firms and society. Labor-management relationships and collective bargaining practices. Public policy, union structure and bargaining theory. Course Information: Prerequisite(s): MGMT 340 and MGMT 350 and junior standing.

## **MGMT 455. Talent Management and Global Human Resources. 3 hours.**

Examination of topics related to performance appraisal: motivating, retaining, and separating employees; compensation and benefits; managing human resources in a global economy. Prerequisite(s): MGMT 340 and credit or concurrent registration in MGMT 453.

## **MGMT 460. Managing Globally. 3 hours.**

Understanding the opportunities and problems that confront managers as they lead a company through complex global economic, political, legal, technological and cultural environment. Focus on people, values and culture. Course Information: Prerequisite(s): MGMT 340 and MGMT 350.

## **MGMT 463. Negotiation and Conflict Resolution. 3 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: Prerequisite(s): MGMT 340.

## **MGMT 464. Employment Recruitment and Selection. 3 hours.**

The design and application of internal and external recruitment, selection and retention systems for the effective management of human capital by line managers and HR professionals. Prerequisite(s): MGMT 452 and MGMT 453.

## **MGMT 465. Compensation and Reward Systems. 3 hours.**

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 452 and MGMT 455; or consent of the instructor.

## **MGMT 466. Managerial Effectiveness Through Diversity. 3 hours.**

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.

## **MGMT 467. Impact of Technological Change. 3 hours.**

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.

## **MGMT 470. Training and Development. 3 hours.**

Examination of the science, methods, and practice of personnel training and development. Topics include needs determination, training design and delivery, training assessments. Course Information: Prerequisite(s): MGMT 452 and MGMT 453; or consent of the instructor. Recommended background: Experience as an intern or practitioner in an area of human resource management or organizational development.

## **MGMT 471. Organizational Design. 3 hours.**

Covers how a firm's people, resources, processes, and culture are arrayed and deployed to help implement firm strategies, pursue key objectives, and respond to environmental demands. Course Information: Prerequisite(s): MGMT 340 and MGMT 452, or consent of the instructor.

## **MGMT 475. Leadership Theories and Personal Leadership Skills Development. 3 hours.**

Overview of leadership theories, assessment of leadership strengths and weaknesses, and leadership skills training. Course Information: Prerequisite(s): MGMT 340.

## **MGMT 480. Transportation Systems Management. 3 hours.**

Provides a fundamental knowledge of problems and practices encountered in the management of transportation systems. Includes impact of public policy; capital facilities; industry structure; costs; operations pricing and environmental relationships. Course Information: Prerequisite(s): MGMT 340 and MGMT 350, or consent of the instructor.

## **MGMT 481. Managerial Logistics. 3 hours.**

Management of activities governing flow of materials and products through stages of production and distribution. Includes design of logistical systems and use of mathematical techniques. Course Information: Prerequisite(s): MGMT 340; and MATH 165 or MATH 180; or consent of the instructor.

## **MGMT 485. Corporate Sustainability and Responsibility. 3 hours.**

Theories and techniques for designing and implementing corporate sustainability and responsibility programs to create private and social value. Course Information: Prerequisite(s): MGMT 340 and MGMT 350.

## **MGMT 486. Managerial Consulting. 3 hours.**

Development of knowledge and critical skills necessary to operate effectively as internal or external management consultants through an applied experience with an organization. Course Information: Field work required. Prerequisite(s): MGMT 452 and MGMT 453; or consent of the instructor.

**MGMT 490. Cracking the Case: Case Analysis for Consulting Projects. 3 hours.**

Develops students' ability to understand analytical variations across industries and identify relevant data and facts to solve managerial issues. This course will introduce students to the case methodology. Course Information: Extensive computer use required. Prerequisite(s): ACTG 210 and ACTG 211 and BA 200 and FIN 301 and FIN 302 and IDS 200; and IDS 270 and IDS 355 and MGMT 340 and MGMT 350 and MKTG 360; and consent of the instructor. Recommended background: MGMT 355 and MGMT 360.

**MGMT 494. Special Topics in Management. 3 hours.**

Exploration of areas not covered in existing course offerings or study of selected topics in greater depth. Subject matter will vary from semester to semester. Course Information: May be repeated. Students may register in more than one section per term. Prerequisite(s): Senior standing and 9 hours of 400-level management courses, or consent of the instructor.

**MGMT 495. Competitive Strategy. 4 hours.**

Multidisciplinary analysis of organization strategy and policy, using case method and/or business simulation. Assignments involve extensive library research and oral and written reports. Course Information: Prerequisite(s): IDS 355 or IE 365; and FIN 300 Senior standing in the College of Business Administration or senior standing in Engineering Management, and completion of all other CBA core courses.

**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): Graduate standing and admission to MBA, M.S. in Accounting or MS in Marketing 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 554. Human Resource Management and the Business Environment. 4 hours.**

Covers topics related to HR's role in the current business environment, employee and labor relations, diversity and inclusion, employment law, compensation and benefits, and international human resource management. Course Information: Prerequisite(s): Prerequisite: MGMT 541 and MGMT 553.

**MGMT 555. Talent Management. 4 hours.**

Examination of topics related to recruiting, selecting, motivating, retaining, training, developing, and separating employees; and human resource metrics, measurement, and information systems. Course Information: Same as MKTG 555. Prerequisite(s): MGMT 541 and MGMT 553.

**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. Business and its External Environment. 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 I in Organizational Behavior and Human Resource Management. 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 574. Research Methods II in Organizational Behavior and Human Resource Management. 4 hours.**

Detailed overview of the methodology for organizational behavior and human resources management research for doctoral students who intend to conduct empirical research publishable in scholarly journals. Course Information: Prerequisite(s): MGMT 573; or consent of the 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.

**MGMT 576. Behavioral Science Applications in Human Resource Management. 4 hours.**

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): Graduate standing and completion of all courses in the MBA core, or permission of the instructor.

**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.

**MGMT 599. Ph.D. Thesis Research. 0-16 hours.**

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.