MGMT 115. Introduction to Global and Cross-Cultural Studies. 3 hours.
A multidisciplinary and comparative approach to globalization and its
economic, social, cultural and political impact. Course Information: Field
trip required at a nominal fee.

MGMT 340. Introduction to Organizations. 3 hours.
Organization and management concepts and applications. Individual
and organizational goal attainment. Course Information: Prerequisite(s):
ENGL 161. Recommended background: General knowledge of
microeconomics.

MGMT 350. Business and Its External Environment. 3 hours.
Concerns the political, economic, social, legal, regulatory and
international environment of business and the ethics and social
responsibility of business actions. Course Information: Prerequisite(s):
ENGL 161 and MATH 160.

MGMT 355. Structured Problem Solving for Consulting Projects. 3
hours.
Teaches structured problem-solving methods for consulting projects,
introduces management frameworks, and covers methods and tools to
facilitate implementation. Course Information: Prerequisite(s): IDS 200
and IDS 270 and ACTG 210 and BA 200 and MGMT 340.

MGMT 360. Strategic Analysis and Reporting. 3 hours.
Examines types and sources of information used by managers and
investors to make strategic decisions; provides working knowledge of
tools used to effectively manage, analyze and report strategic
information, including Excel, Tableau, and PowerPoint. Course
Information: Same as ENTR 360. Extensive computer use required.
Prerequisite(s): IDS 200 and IDS 270 and ACTG 210 and BA 200 and
MGMT 340 and MGMT 350; or consent of the instructor.

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: Credit is not given for MGMT 495 if the student has credit in ACTG 495 or FIN 495 or IDS 495. 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.