

# MANAGEMENT (MGMT)

---

## **MGMT 291. Topics in Management. 1-3 Hours.**

Variable hours. Variable credit. Maximum of 3 credits per topic. Prerequisite: permission of instructor. An in-depth study of selected business topics. Graded as pass/fail at the option of the department.

## **MGMT 303. Creativity and Ideation. 3 Hours.**

Semester course; 3 lecture hours (delivered online, face-to-face or hybrid). 3 credits. Enrollment is restricted to students who have completed a minimum of 54 credits (junior standing). Course explores the individual, social and institutional contexts for creativity and ideation. Students will examine four specific concepts in support of exploration in these areas: knowledge, curiosity, creativity and ideation.

## **MGMT 305. Design Thinking for Personal Growth. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Enrollment is restricted to students who have completed a minimum of 54 credits (junior standing). The goal of the course is to empower students with the tools and mindset to design a fulfilling, adaptable life in our rapidly changing world. Through a unique blend of collaboration and exploration, students will engage in a transformative journey to uncover and apply powerful frameworks, processes and practices that optimize personal and professional growth. Working closely with peers and mentors, students will dive into hands-on activities and real-world applications that challenge creative thinking about the future. The immersive experience will help students develop the skills and confidence needed to navigate life's transitions and seize unexpected opportunities. The cornerstone of the journey will be the creation of a dynamic Life Blueprint—a living guide infused with design thinking principles. The personalized roadmap will empower students to continuously refine their path, make informed decisions and pursue aspirations with purpose and flexibility.

## **MGMT 310. Managing People in Organizations. 3 Hours.**

Semester course; 3 lecture hours (delivered online, face-to-face or hybrid). 3 credits. Enrollment is restricted to students who have completed at least 54 credits (junior standing). Introduces students to the management of people in organizations, focusing on the managerial skills, knowledge and activities needed for a successful business operation. Topics include planning, organizing, staffing and leading; effectively utilizing human capital to achieve an organization's objectives in today's competitive environment.

## **MGMT 313. Entrepreneurial Finance. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: FIRE 311 or permission of instructor. Enrollment is restricted to students who have completed at least 54 credit hours (junior standing). This course emphasizes financial management needs for entrepreneurs or persons who expect to be employed in closely held corporations.

## **MGMT 319. Leadership. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 310. This course is restricted to students who have completed at least 54 credit hours (junior standing). Coverage of the major approaches to leadership considering individual, team, organizational and cultural perspectives. Emphasis on self-assessment and on historical and contemporary leadership cases.

## **MGMT 321. Survey of Entrepreneurship. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Underlying concepts in entrepreneurship; the importance of entrepreneurs and the problems they face; entrepreneur characteristics and competencies; what makes an idea entrepreneurial; managing relations, ethics and sustainability; opportunity recognition, critical thinking and emphasis on innovative concept development; detailed concept feasibility analysis.

## **MGMT 331. Human Resource Management. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: SCMA 301, STAT 210 or STAT 212. This course is restricted to students who have completed a minimum of 54 credit hours (junior standing). Introduces students to the role of human resource management in attracting and retaining a productive workforce. Includes human resource planning, recruitment and selection; employee diversity and development; performance appraisal and reward systems; labor and employee relations; and public policy related to HRM practices.

## **MGMT 332. Staffing Organizations. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 331. Planning and executing a strategy to attract, select, hire and retain the talent needed to support the organization's mission and enhance performance.

## **MGMT 333. Compensation Management. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 331. The design and implementation of compensation and reward systems that both support an organization's strategy and enhance organizational effectiveness.

## **MGMT 389. Managerial Skills Development. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 310. A practicum in the development of personal, interpersonal and team-management skills as applied to leadership and teamwork.

## **MGMT 403. Human Resource Development. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: junior standing. Designed to improve qualifications of those seeking employment in the human resources field. Focuses on human resource development and organization development and their relationship to human resource management.

## **MGMT 405. Negotiation, Influence and Conflict Management. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Enrollment is restricted to students who have completed a minimum of 54 credit hours (junior standing). Designed to develop negotiation and conflict management skills as well as an understanding of negotiation and influence theories and frameworks. Considerable emphasis is placed on experiential negotiation exercises and role-playing.

## **MGMT 418. International Management. 3 Hours.**

3 lecture hours. 3 credits. Prerequisite: junior standing. The study of the environment of international business, ethics and social responsibility in international settings, culture and its effect on behavior and management practice, and the strategies and management practices of firms engaged in international activities. Aims to provide students with the knowledge, skills and sensitivities needed to be effective managers in the international business environment. Crosslisted as: INTL 418.

**MGMT 419. Doing Business in Europe. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: junior standing and permission of instructor. Designed primarily as a core integrative course for students enrolled in the Certificate in International Management Studies, but other students are welcome. The course has three goals: a) integration of foreign languages, European studies and international management; b) infusion of other business areas relevant to doing business in Europe (such as international marketing, finance law and economics); and c) the development of cultural sensitivity and social responsibility. The course will be organized as a series of seminars with faculty and other speakers from the above disciplines. Crosslisted as: INTL 419.

**MGMT 423. Social Entrepreneurship and Innovation. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Enrollment restricted to students who have completed at least 54 credit hours (junior standing). An advanced management course in promoting societal good through entrepreneurial activities. Students will learn the various forms of entrepreneurship that benefit society, developing an understanding of the many contexts in which such entrepreneurship occurs and its impact on society. Students will identify issues of societal/environmental marginalization, ideate potential solutions, generate in-depth research relevant to course projects and take part in presentations regarding their findings and the development of a socially conscious venture.

**MGMT 431. Strategic Human Resource Management. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 332 or MGMT 333, with a minimum grade of C. Enrollment restricted to students with a minimum of 85 credit hours (senior standing). Design and execution of human resource management strategies to achieve a competitive advantage; proper internal alignment of activities within the HRM function as well as external alignment of HRM activities with organizational goals, strategy and competitive environment.

**MGMT 434. Strategic Management. 3 Hours.**

Semester course; 3 lecture hours (delivered online, face-to-face or hybrid). 3 credits. Prerequisites: MGMT 310; MKTG 301; FIRE 311; and SCMA 301, STAT 210 or STAT 212. Enrollment is restricted to business majors with senior standing. Integrative course to analyze policy issues at the overall management-level involving functional areas such as production, finance and marketing, in context with the economic, political and social environment.

**MGMT 435. New Venture Strategy and Initiation. 3 Hours.**

Continuous courses; 3 lecture hours. 3-3 credits. Prerequisites: MGMT 321; completion of MGMT 435 to enroll in MGMT 436. First semester: provides students with an integrated strategic analysis of entrepreneurial firms and how they establish competitive advantage. Second semester: engages students in intensive development of a comprehensive business plan using knowledge and skills from MGMT 435. Students should take MGMT 436 immediately following MGMT 435.

**MGMT 436. New Venture Strategy and Initiation. 3 Hours.**

Continuous courses; 3 lecture hours. 3-3 credits. Prerequisites: MGMT 321; completion of MGMT 435 to enroll in MGMT 436. First semester: provides students with an integrated strategic analysis of entrepreneurial firms and how they establish competitive advantage. Second semester: engages students in intensive development of a comprehensive business plan using knowledge and skills from MGMT 435. Students should take MGMT 436 immediately following MGMT 435.

**MGMT 437. New Venture Strategy. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 321. This is an intensive entrepreneurship capstone course. Students will be exposed to an integrated strategic analysis of entrepreneurial firms and concepts, develop an understanding of how they establish competitive advantage and engage in development of key business plan components. Students will also develop an understanding of various approaches to obtaining resources and launching a nascent venture. This heavily revolves around concept design, in-depth research and critical thinking. An understanding of opportunity-recognition, creative solutions, innovation and design-thinking will be emphasized.

**MGMT 446. International Human Resource Management. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 331, INTL/MGMT 418 or ECON/INTL 329. Covers the application of human resource management activities in an international context. Highlights similarities and differences with domestic methods; current practices in the selection, development, compensation and maintenance of parent-country, host-country and third-country nationals; and the impact of regulatory and cultural differences between countries. Crosslisted as: INTL 446.

**MGMT 447. Human Resource Information Systems. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 331. This course is restricted to students who have completed at least 54 credit hours (junior standing). Covers contemporary human resource information software used in the primary activities of human resource management involving recruitment, selection, performance appraisal, employee benefits, pay administration, safety and health, human resource development, job analysis, human resource planning and job structuring. Emphasis is on introducing the software and practical application through hands-on experience in the computer laboratory.

**MGMT 491. Topics in Management. 1-3 Hours.**

Semester course; variable hours. Variable credit. Maximum of 3 credits per course; maximum total of 6 credits for all topic courses. Prerequisite: junior standing. An in-depth study of a selected business topic, to be announced in advance.

**MGMT 492. Independent Study in Management. 1-3 Hours.**

Semester course; 1-3 credits. Maximum total of 3 credits. Prerequisites: junior or senior standing as a major in a business curriculum and approval of adviser and department chair prior to course registration. Intensive study under supervision of a faculty member in an area not covered in-depth or contained in the regular curriculum.

**MGMT 493. Internship in Management. 3 Hours.**

Semester course; 3 credits. Prerequisites: senior standing in the major offering the internship and permission of the department chair. Intention to enroll must be indicated to the instructor prior to or during advance registration for semester of credit. Involves students in a meaningful experience in a setting appropriate to the major. Graded as pass/fail at the option of the department.

**MGMT 540. Management Theory and Practice. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. A foundation course that presents theories, principles and fundamentals applicable to contemporary management thought and productive activities.

**MGMT 633. Issues in Labor Relations. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. The conceptual framework of labor relations; the interconnection between labor-management relations and the sociopolitical environment.

**MGMT 634. Collective Bargaining and Labor Arbitration. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. The negotiation and administration of collective bargaining contracts; the handling of grievances.

**MGMT 637. Advanced Human Resource Management. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisites: MGMT 540 and MGMT 524. Provides exposure to the process of managing human resources; focuses on issues concerned with business decisions about acquiring, motivating and retaining employees. Topics may include HRM planning, recruitment, selection, training, performance management, compensation and strategic human resource management. Emphasis will be given to the development, implementation and assessment of human resource management policies and practices consistent with business, legal, environmental and strategic dynamics.

**MGMT 641. Leading People and Organizations. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Enrollment restricted students who have completed all M.B.A. foundation courses or equivalent, or by permission from the graduate studies in business office. An advanced course in management involving theories and models aimed at developing the managerial competencies needed to analyze, understand, predict and guide individual, group and organizational behavior.

**MGMT 642. Business Policy and Strategy. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: completion of five of the following courses -- MGMT 641; MGMT 675; ACCT 608; ECON 610; FIRE 621 or FIRE 623; INFO 661; INFO 664; MKTG 671. Integration of principles and policies of business management from the fields of accounting, economics, marketing, finance, statistics and management in the solution of broad company problems and in the establishment of company policy. Emphasis on interaction of disciplines in efficient administration of a business. Course employs case analysis approach.

**MGMT 644. International Business Management. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisites: ECON 500, MGMT 530, MGMT 540 and MKTG 570. Survey course for students interested in international and multinational management. Review of historical, governmental, monetary, and cultural issues affecting the transfer of resources and management knowledge across national boundaries; multinational business and management strategies; study of management practices in selected countries.

**MGMT 649. Compensation Policy and Administration. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 637. Analysis of the concepts and processes involved in compensation systems. Includes evaluation of the internal and external dimensions of compensation, policy issues involved, concepts, and forms of compensation, administration of compensation systems, and current and future issues.

**MGMT 654. Negotiations. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. An advanced course in management using an experiential approach to explore the practice and theory of negotiation. Topics will include basic approaches to negotiation and conflict management, negotiating in teams, negotiating with agents, ethics in negotiations and international negotiation.

**MGMT 655. Entrepreneurship. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Individual and corporate entrepreneurship in high and low technology enterprises. Develops an understanding of the role of entrepreneurship in management theories and practices. Students will develop comprehensive venture analysis plans for presentation.

**MGMT 656. Best Practices in Leadership. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: graduate standing. A seminar and experiential exercise course designed to raise the student's practical awareness of major leadership behavior patterns and strategies that promote effectiveness in organizations; raise awareness, flexibility and skill with the student's own personal leadership style; and help students practice, discuss and develop the ability to influence others over whom they may or may not exert positional authority.

**MGMT 657. Corporate Entrepreneurship. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Enrollment is restricted to students in the Master of Business Administration or Master of Science in Business programs. Few companies are immune to the forces of creative destruction. The corporate longevity forecast for S&P 500 companies anticipates average tenure on the list to grow shorter over the next decade. This trend speaks to the critical need for businesses (large, medium and small) to constantly examine their business models and look for innovative ways to keep themselves relevant. Students will be exposed to a corporate entrepreneurship framework used to develop new business opportunities (products, services, business models, etc.) inside an existing organization. Students will use this framework to examine how firms create value and generate sustainable revenue growth through entrepreneurial thought and action. This heavily revolves around innovation, business model generation, concept design, in-depth research, new product development and branding. An understanding of opportunity recognition, creative solutions and innovation will be emphasized.

**MGMT 680. Health, Safety and Security Administration. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisites: MGMT 524; and MGMT 530 or 540. Study of design and development of an effective safety or risk-control program. Topics include organizational needs and assessment, program evaluation, design/implementation of critical program components, training, accident cost-accounting, cost containment. Also addresses management strategies, communication techniques, motivation and incentive programs and other special topics.

**MGMT 682. Human Resource Staffing. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 637. Addresses the activities and processes that affect the staffing function. Subjects include attracting, selecting, and retaining people who will facilitate the accomplishment of organizational goals. Designed for the future human resource professional who will be involved with designing, administering, revising, and evaluating selection programs and procedures.

**MGMT 684. Issues in International Human Resource Management. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 637 or MGMT 641. Focuses on issues affecting the application of human resource management practices in an international environment. Examines current challenges in the selection, appraisal, development, compensation and maintenance of expatriates, repatriates, host country nationals and third-country nationals. Includes contextual factors of industrial relations systems, legal environment, demographics and culture.

**MGMT 691. Topics in Management. 1-3 Hours.**

Semester course; 1-3 lecture hours. 1, 2 or 3 credits. Study of current topics. Topics may vary from semester to semester.

**MGMT 693. Field Project in Management. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: Approval of proposed work is required by graduate studies office in the School of Business. Students will work under the supervision of a faculty adviser in planning and carrying out a practical research project. A written report of the investigations is required. To be taken at the end of the program.

**MGMT 697. Guided Study in Management. 1-3 Hours.**

Semester course; 3 lecture hours. 1, 2 or 3 credits. Prerequisite: Approval of proposed work is required by graduate studies office in the School of Business. Graduate students wishing to do research on problems in business administration or business education will submit a detailed outline of their problem. They will be assigned reading and will prepare a written report on the problem. To be taken at the end of the program.

**MGMT 702. Causal Analysis for Organizational Studies. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisites: two graduate courses in statistics or permission of instructor. Focuses on conceptual and statistical issues involved with causal analysis with nonexperimental and experimental data. Course covers basic and advanced confirmatory factor analysis and structural equation techniques, with an emphasis on organizational and psychological applications. Crosslisted as: PSYC 702.

**MGMT 703. Advanced Topics in Research Methods for Organizational Studies. 1,2 Hour.**

Continuous course; 3 lecture hours. 3 credits. Prerequisites: MGMT 632 or equivalent and permission of instructor. Students must enroll for two semesters. Extensive coverage of applications of methodological and statistical analyses to an array of disciplines related to organizational studies. Emphasizes the skills essential in designing, conducting and interpreting research. Course contact hours spread over fall, intersession and spring semesters. Credits allotted one in fall and two in spring. May be repeated once for credit as topics change each year.

**MGMT 737. Seminar in Human Resources. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 637 or equivalent, or permission of instructor. Provides broad exposure to theory and research in the field of human resource management. Topics include strategic and operational human resource planning and staffing; employee relations, development and performance management; external factors such as legal and international environments; and compensation policy and practices.

**MGMT 738. Special Focus in Human Resource Management: \_\_\_\_ 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 637 or equivalent, or permission of instructor. Provides exposure to specific advanced theoretical and methodological topics related to human resource management. Topics may include staffing, training and development, motivation (i.e., compensation and rewards), HRM metrics, and validity generalization. Topics vary depending upon instructor. See the Schedule of Classes for specific topics to be offered.

**MGMT 743. Organizing Systems. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 524 or equivalent, or permission of instructor. Surveys the foundations of management theory as well as more recent research and theory on the leadership through which work is organized and directed.

**MGMT 745. Advanced Operations Research. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 645 or equivalent. Advanced discussion of topics in mathematical programming and network analysis as applied to organizational decision making. Includes network flows, integer, nonlinear, and dynamic programming, and multicriteria optimization. Emphasis on applications and the use of the computer for problem solving.

**MGMT 746. Cognitive and Emotional Processes in Organizations. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 524 or equivalent. This course examines organizational life in terms of cognitive and emotional processes at the individual, group, and organizational level. Special attention will be given to how people perceive and evaluate each other.

**MGMT 747. Seminar in Human Resources: Macro Foundations. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 737 or equivalent, or permission of instructor. Provides broad exposure to theory and research of how firms can use human resource management practices to enhance individual and organizational performance. Topics include emerging theoretical perspectives related to HRM systems, human capital, contextual factors and other factors that influence the linkages between human resources and performance.

**MGMT 749. History of Management Thought. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 540. Traces the history of management from its beginnings to current approaches and theories.

**MGMT 750. Attitudes and Motivation in Organizations. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 524 or equivalent. Critical examination of classic and emerging research on attitudes and motivation in organizations, as well as their relationships to individual and organizational outcomes.

**MGMT 757. Corporate Strategy and Long-range Planning. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Prerequisite: MGMT 642 or equivalent. Analysis and evaluation of current methods and research in the areas of corporate strategy and long-range planning.

**MGMT 790. Doctoral Seminar. 3 Hours.**

Semester course; 3 lecture hours. 3 credits. Open only to Ph.D. students in business. Analyzes and critiques general theories, practices and functions in a specialized area of management research.

**MGMT 798. Thesis in Management. 3 Hours.**

Year course; 6 credits. Graduate students will work under supervision in outlining a graduate thesis and in carrying out the thesis.

**MGMT 799. Thesis in Management. 3 Hours.**

Year course; 6 credits. Graduate students will work under supervision in outlining a graduate thesis and in carrying out the thesis.

**MGMT 898. Dissertation Research in Management. 1-12 Hours.**

1-12 credits. Limited to Ph.D. in business candidates.