

# MANAGEMENT (MGT)

## **MGT 2604 Legal and Social Responsibilities of Business 3 s.h.**

Students will engage in an examination of the legal environment and corporate social responsibility expectations that decision makers must consider in today's business environment. Students will develop an understanding of how these factors can create complex challenges that must be navigated to ensure that organizations act in legally, ethically, and socially responsible ways.

**Gen Ed:** Social Science 2024.

## **MGT 2605 Collective Bargaining 3 s.h.**

This course examines the legal framework of collective bargaining; the economic, technological and public policy environment influencing collective bargaining; preparation for bargaining; the dynamics of the collective bargaining process; costing wages and benefits; reaching a settlement and avoiding impasse; strikes, lockouts, and pressure tactics; and alternative dispute resolution strategies.

## **MGT 2606 Contract Administration 3 s.h.**

This course examines the elements of effective contract administration, including the rights and h.

## **MGT 3705 Fundamentals of Occupational Safety 3 s.h.**

Overview of the broad concepts of occupational safety and health that provide a proper foundation for understanding the basic principles of workplace safety and health programs. Analysis of the regulatory environment including OSHA and Workers' Compensation; the development of safety management programs; the evaluation of workplace hazards; and discussion of the economic, political, and societal implications involving workplace safety and health.

**Prereq.:** junior standing, 2.5 GPA.

## **MGT 3714 Legal Environment of Business 3 s.h.**

In-depth analysis of commercial law areas covered on the CPA exam, with emphasis on sales, secured transactions, real and personal property, insurance, bankruptcy, and commercial paper.

**Prereq.:** MGT 2604, junior standing, 2.5 GPA.

## **MGT 3715 Employee Relations 3 s.h.**

Examines the current legal and social issues that affect employee relations. This course explores ways to effectively manage the workforce, while practicing ethically responsible behaviors. A survey of laws and regulations that affect the workplace and business negotiations are examined.

**Prereq.:** 2.5 GPA.

**Prereq. or Coreq.:** MGT 3725.

## **MGT 3725 Fundamentals of Management 3 s.h.**

Emphasizes the basic principles of management rather than those involved in business organization. The nature of managerial action within an organization, formal and informal structure, process of making decisions, and interrelated activities in management.

**Prereq.:** BUS 1500 (C) or BUS 1500H (C), Junior standing, 2.5 GPA.

## **MGT 3735 Communications for Management and Business 3 s.h.**

Analyzes communication and information processes as means for coordinating and controlling organizational activities. Analytical writing activities required including a long, formal report.

**Prereq.:** ENGL 1551, MGT 3725, permission of instructor.

## **MGT 3750 Managing Individuals in Organizations 3 s.h.**

Study of the contributions of the fields of organizational behavior and human resources as they apply to organizational functionality. Topics include individual and group decision-making, motivation, perceptions, and attitudes as they impact human resource processes, including job design, selection, organizational development, total rewards, employee relations, and workplace health, safety, and security.

**Prereq.:** 2.5 GPA.

**Prereq. or Coreq.:** MGT 3725 (may be taken concurrently).

## **MGT 3755 Managing Workplace Diversity 3 s.h.**

Current topics in diversity: national and international demographics of the changing face of the work force; processes that create diversity including the organization of work; managing differences in work settings; management responses to diversity; and connections to larger institutional dynamics.

**Prereq.:** 2.5 GPA.

**Prereq. or Coreq.:** MGT 3725.

## **MGT 3761 Management Information Systems 3 s.h.**

Study of information systems and their interaction with individuals and organizations, providing a basic understanding of hardware, software, and computer technology used in information systems.

**Prereq.:** 2.5 GPA and junior standing.

## **MGT 3771 Social Media and E-Commerce 3 s.h.**

Technologies available to organizations to reach customers, sell products, and create business values that continue to change and emerge. The course provides students with an understanding of social media and e-commerce technologies from a business/managerial perspective. Underlying issues surrounding the technologies, their development, and utilization of web-based initiatives are studied.

**Prereq.:** MGT 3725 OR MKTG 3703, 2.5 GPA.

## **MGT 3775 Database Management Systems 3 s.h.**

Design and management of organizational data resources. Database issues include design, definition, creation, documentation update, maintenance, revision, selection, acquisition, and use. The implementation of the hierarchical, network, and relational models with emphasis on business applications.

**Prereq.:** MGT 3761 (C or better), 2.5 GPA.

## **MGT 3789 Operations Management 3 s.h.**

Study of current operations management theories and practices with emphasis on direction, planning, and control of production systems. Includes detailed analysis in such areas as materials management, work measurement, quality control, scheduling, maintenance, and forecasting.

**Prereq.:** BUS 2600, 2.5 GPA.

## **MGT 4801 Leadership in Business and Society 3 s.h.**

Leadership accounts for a significant part of the performance in business, non-profit organizations and government agencies. This course provides a broad understanding of leadership as phenomenon and its impact on the behavior of individuals in organizations and firm performance.

**Prereq.:** MGT 3725, 2.5 GPA.

## **MGT 4810 Compensation and Performance Appraisal 3 s.h.**

Design and administration of compensation systems. Topics: pay equity, job evaluation, wage and salary structure, merit and incentive programs, benefits packages and compensation legislation. Emphasis on the role of performance appraisal in administration decision making.

**Prereq.:** MGT 3725, 2.5 GPA.

## **MGT 4818 Training and Development 3 s.h.**

This course will examine the role and processes of employee development in order to maintain a productive workforce and stay competitive in today's environment. It will cover adult learning theories and principles of training and development. It will follow the training and development process from the needs assessment to the training evaluation. The course will also examine the training and development concerns such as maintaining a learning culture, ethical considerations, and future trends.

**Prereq.:** MGT 3725 (C or better), 2.5 GPA.

**MGT 4819 Talent Selection & Acquisition 3 s.h.**

The global, competitive business environment of today requires companies to look for every way possible to increase business performance. A key way to do this is by improving employee performance to gain competitive advantage. Having the right employees, in the right jobs, at the right time, will prove to increase business success. Therefore, careful selection of employees for positions becomes key for managers to succeed to at in order to exceed business goals. Employees, who have the talent to do their jobs, have been shown to perform at higher levels. This course includes an intensive analysis of programs used in talent acquisition. It will also include an overview of the human resources planning process, and how this process integrates with overall business planning & success.

**Prereq.:** MGT 3725 (C or better), 2.5 GPA.

**MGT 4820 Supply Chain Management 3 s.h.**

A comprehensive description of supply chain management practices and principles to achieve a competitive advantage in a global society and integrating these principles as a core competency in enterprise strategy. Topics include logistics, technology (information networks, ERP, SAP, operations (inventory management, transportation, warehousing, and material handling) and network designs.

**Prereq.:** 2.5 GPA.

**Prereq. or Coreq.:** MGT 3789.

**MGT 4821 Business Process Integration 3 s.h.**

This course examines the forces driving enterprise integration as well as the management decisions associated with the design and implementation of enterprise systems. Students successfully completing this course will have thorough understanding of enterprise integration as well as practical experience of configuring and using SAP.

**Prereq.:** 2.5 GPA.

**Prereq. or Coreq.:** MGT 3789.

**MGT 4822 Scheduling and Inventory Management 3 s.h.**

In this course, fundamental concepts of scheduling and inventory control such as loading, sequencing, service scheduling, economic order quantity, supply chain management, etc. will be introduced. Advanced topics e.g., efficient scheduling, delivery systems, contract management, etc. will be explored.

**Prereq.:** 2.5 GPA and MGT 3725.

**MGT 4844 Strategic Human Resource Management 3 s.h.**

Capstone course of the human resource (HR) major and should be taken in students' last semester. Purpose is to integrate knowledge within HR and across disciplines in developing and implementing HR strategy. Special focus will be given to developing the proficiencies necessary to serve as an HR consultant, especially in quantifying the impact of HR practices.

**Prereq.:** 2.5 GPA, OR special approval.

**Prereq. or Coreq.:** MGT 4810.

**MGT 4844C CE Strategic Human Resource Management 3 s.h.**

Capstone course of the human resource (HR) major and should be taken in students' last semester. Purpose is to integrate knowledge within HR and across disciplines in developing and implementing HR strategy. Special focus will be given to developing the proficiencies necessary to serve as an HR consultant, especially in quantifying the impact of HR practices.

**Prereq.:** 2.5 GPA, OR special approval.

**Prereq. or Coreq.:** MGT 4810.

**MGT 4850 Strategic Management 3 s.h.**

Analysis of problems and issues faced by organizations operating in today's dynamic environment interspersed with multiple stakeholders. Students integrate concepts and techniques learned from a range of disciplines and apply them to all levels of firms functioning in a wide variety of industries.

**Prereq.:** MKTG 3703, MGT 3725, FIN 3720, senior standing, 2.5 GPA, and graduation evaluation.

**Gen Ed:** Capstone 2024.

**MGT 4880 Special Topics in Management 1-4 s.h.**

Subject matter, credit hours, and specific prerequisites to be announced in advance of each offering.

**Prereq.:** 2.5 GPA, special approval required.

**MGT 4881 Project Management 3 s.h.**

Study of project management topics regarding project planning, work breakdown structure, scheduling, PERT/CPM, controlling and managing the costs, resource allocation, project control, and project termination. Includes the environment in which project managers work and its organizational structures: functional, project, and matrix organizations. Computer-based project management software is also introduced.

**Prereq.:** MGT 3725, 2.5 GPA.

**MGT 4882 Seminar in Logistics 3 s.h.**

In-depth study of selected topic(s) in logistics. Application to practical logistics problems culminating in a written report and an oral presentation. Intended for students in the logistics minor.

**Prereq.:** Senior status and completion of 9 s.h. in the minor.

**MGT 4883 Project Scheduling and Controlling 3 s.h.**

This course will help prepare a student to manage, coordinate, and supervise the planning and scheduling process from concept development through project completion on timely and economic bases. This instruction will help facilities management, project planning; budgeting and cost control; logistics and materials management; personnel management, processes, and techniques; organization and scheduling.

**Prereq.:** MGT 3725; 2.5 GPA.

**MGT 4895 Management Internship 3 s.h.**

Offers the student the opportunity to relate theory to practice through on-the-job work experience with participating organization. Mandatory bi-weekly meetings with faculty advisor to insure maximum learning from the experience. Offered all three semesters each year based on the availability of internships. A written evaluation of the job experience is required.

**Prereq.:** junior standing, 2.5 GPA and special approval required, OR special approval required.

**MGT 4897 Management Internship 2 3 s.h.**

Offers the student the opportunity to relate theory to practice through on-the-job work experience with participating organization. Mandatory bi-weekly meetings with faculty advisor to insure maximum learning from the experience. Offered all three semesters each year based on the availability of internships. A written evaluation of the job experience is required.

**Prereq.:** 4895 (B or better), junior standing, 2.5 GPA AND special approval required, OR special approval required.

**MGT 4899 Independent Study 1-3 s.h.**

Development of a special topic of interest to the student under the direct supervision of a management faculty member. Credit hours vary according to the nature of the project.

**Prereq.:** 2.5 GPA, special approval required.

**MGT 6930 Managing and Leading in Organizations 3 s.h.**

Participants will learn principle techniques and develop capabilities to allow them to become better managers. Key to this ability of being a strong manager and leader is an understanding of the interrelationship of organizational functions embodied through organization design, enhancing employee productivity, communication, authority-power relationships, group behavior, and leading organizational change.

**Prereq.:** Graduate standing.

**MGT 6941 Managing Organizational Talent 3 s.h.**

**Prereq.:** Graduate standing

**MGT 6944 Managing Business Processes 3 s.h.**

Participants will learn techniques and develop capabilities that will facilitate the management of business processes through the examination of product design and selection, plant layout, aggregated planning, scheduling and quality control.

**Prereq.:** MGT 6926.

**MGT 6945 Business Process Integration 3 s.h.**

This course examines the forces driving enterprise integration as well as the management decisions associated with the design and implementation of enterprise systems. Students successfully completing this course will have a thorough understanding of enterprise integration as well as practical experience configuring and using SAP/ERP, the leading enterprise resource planning system.

**Prereq.:** FIN 6902.

**MGT 6947 Managing Information & Technology 3 s.h.**

Information and technology are indispensable tools for creating business efficiencies, serving customers, and generating business opportunities. With these outcomes in focus, participants will develop capabilities that allow them to better manage the design, implementation, and utilization of information systems to create organizational value.

**Prereq.:** Graduate standing.

**MGT 6948 Project Management 3 s.h.**

Participants will develop core-capabilities of a project manager, including the ability to plan, schedule, control, allocate resources, and assess performance of organizational projects. By focusing on work breakdown structures, scheduling, PERT/CPM, controlling and managing costs, project termination, and risk management, participants will obtain a working-knowledge of fulfilling the role of project manager.

**Prereq.:** Graduate standing.

**MGT 6968 Special Topics in Management 1-3 s.h.**

Topics may vary from semester to semester and will be announced along with prerequisites and hours. May be repeated.

**MGT 6975 Strategic Management 3 s.h.**

With an emphasis on problems of executive management, decision making, and administrative action, participants will develop strategic thinking capabilities through an examination of the design, implementation, and evaluation of business strategy and policy. Must be taken concurrently with MGT 6976. Minimum 3.0 GPA.

**Prereq.:** FIN 6923, MGT 6930, MGT 6944, MKTG 6975.

**MGT 6996 Research Problems 1-3 s.h.**

Special research project under the supervision of a graduate faculty member. Credit will be determined in each case in light of the nature and extent of the project.

**Prereq.:** Fifteen hours of level II MBA courses or permission of MBA director.