

# DEPARTMENT OF MANAGEMENT

Rangamohan Eunni, Chair

(330) 941-3080

Management is the study of the process of working with and through others to solve practical problems and reach organizational goals. Programs offered by the Department of Management are designed to develop and enhance the skills and knowledge base necessary for successful managers. Effective managers must be able to meet the challenges of rapid change, intense and global competition, and increased sensitivity to social concerns that characterize today's business environment.

As leaders, managers are responsible for the successful performance of their unit and its function. They must have a thorough understanding of strategic planning, human resource management, product planning and design, capacity management, materials management, global operations, organizational design, and information systems. Supervisors, managers and executives are found in all types of organizations and must be effective in demonstrating interpersonal, leadership, and decision-making skills.

## Learning Outcomes

The student learning outcomes for majors within the Management Department are as follows:

- **Operations Management**—Demonstrate knowledge in role of operations management in business strategy of the firm; interdependence with other key functional areas; designing and improving processes; designing and operating value chains
- **International Business**—Demonstrate knowledge in cross-country variations in business environments that present both opportunities and challenges in operating globally; strategies and management systems to seize the opportunities and face the challenges in operating globally
- **Information Systems**—Demonstrate knowledge in role of information systems in the modern enterprise; emerging technologies (such as ERP, CRM etc.) and their potential impact on your business; managing IT resources effectively and efficiently to achieve business goals
- **Business Policy and Strategy**—Demonstrate knowledge in applying basic strategy frameworks, concepts, and definitions; cross-functional analysis, decision-making, and strategic integration; analysis of complex business/industry scenarios and development of action plans
- **Management/Organizational Behavior**—Demonstrate knowledge in management as a social process; managerial functions (planning, organizing, leading, motivating etc.) and skills (technical, communications, etc.)

For more information, visit the Department of Management (<http://www.yzu.edu/academics/williamson-college-business-administration>).

### Chair

**Rangamohan V. Eunni**, D.B.A., Professor, Chair

### Professor

**Rebecca Lee Badawy**, Ph.D., Assistant Professor

**Patrick J. Bateman**, Ph.D., Professor

**Ramesh Dangol**, Ph.D., Associate Professor

**Guohong (Helen) Han-Haas**, Ph.D., Associate Professor

**Deepa Gopal Iyer**, Ph.D., Assistant Professor

**Birsan Karpak**, D.B.A., Professor

**Anthony J. Kos**, Ph.D., Professor

**Betty Jo Licata**, Ph.D., Professor

**William G. Vendemia**, Ph.D., Professor

### Lecturer

**Hoda Atef Yekta**, M.S., Lecturer

**Kimberly Pleva**, M.B.A., Lecturer

**Frank G. Sole**, M.B.A., Senior Lecturer

## Majors

- Information and Supply Chain Management (<http://catalog.yzu.edu/undergraduate/colleges-programs/college-business-administration/department-management/management-information-systems>)
- Business Administration (<http://catalog.yzu.edu/undergraduate/colleges-programs/college-business-administration/department-management/business-administration>)
- Human Resource Management (<http://catalog.yzu.edu/undergraduate/colleges-programs/college-business-administration/department-management/human-resource-management>)

## Minors

- Employee Relations Minor (<http://catalog.yzu.edu/undergraduate/colleges-programs/college-business-administration/department-management/employee-relations-minor>)
- Management Information Systems Minor (<http://catalog.yzu.edu/undergraduate/colleges-programs/college-business-administration/department-management/management-information-systems-minor>)
- Management Minor (<http://catalog.yzu.edu/undergraduate/colleges-programs/college-business-administration/department-management/management-minor>)

## Certificates

- Enterprise Resource Planning (ERP) Certificate (<http://catalog.yzu.edu/undergraduate/colleges-programs/college-business-administration/department-management/erp-certificate>)
- Leadership Certificate (<http://catalog.yzu.edu/undergraduate/colleges-programs/college-business-administration/department-management-leadership-certificate>)

### MGT 2604 Legal Environment of Business 1 3 s.h.

Various sources of laws, basic legal reasoning and application. Emphasis on basic legal concepts of contracts, labor, tax, antitrust and business organizations, and their relationship to business and society.

### 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.:** MGT 1510 or ENST 2600 or CJFS 1500 or BUS 1500 or consent of instructor and 2.50 overall gpa.

### MGT 3714 Legal Environment of Business 2 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 and 2.5 overall gpa.

**MGT 3715 Employee Relations and Workplace Ethics 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./Coreq.: MGT 3725 and 2.5 GPA or permission of Department Chair and 2.5 GPA.

**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.: 2.5 GPA and junior standing.

**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.: MGT 3725 or concurrent and 2.5 overall gpa.

**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./Coreq.: MGT 3725 and 2.5 GPA or permission of Department Chair and 2.5 GPA.

**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.: 2.5 GPA and MGT 3761 or concurrent.

**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.: MGT 3725, ECON 3790 and 2.5 overall 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 and 2.5 GPA.

**MGT 4810 Compensation and Performance Appraisal 4 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 and MGT 3750 and 2.5 overall gpa.

**MGT 4819 Selection, Training, and Development 4 s.h.**

Intensive analysis of programs for personnel acquisition, the training and development of employees. Includes the human resources planning process. Examination of federal and other employment legislation where applicable.

Prereq.: MGT 3725 and MGT 3750 and 2.5 overall 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.: MGT 3789 and 2.5 overall gpa.

**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.: MGT 3761 or ACCT 3709 and 2.5 GPA.

**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. Must take concurrently with MGT 4845.

Prereq.: MGT 4810 or MGT 4819 or consent of instructor and 2.5 overall gpa.

**MGT 4845 Projects in Human Resource Management 1 s.h.**

Emphasizes experiential, practical application of knowledge to real-life human resource challenges.

Prereq.: MGT 4810 or MGT 4819 or consent of instructor and 2.5 overall gpa.

Coreq.: MGT 4844.

**MGT 4850 Strategic Management and Leadership 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.: MGT 3725, MKTG 3703, FIN 3720 and 2.5 overall gpa.

Gen Ed: Capstone.

**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.: Senior standing in MGT or permission of instructor.

**MGT 4881 Project and Quality 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 3761 and 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.: 20 s.h. of MGT courses including MGT 3725 and MGT 3750, and department screening and approval.

**MGT 4896 Logistics Internship 3 s.h.**

Work and study in the public or private sector centered upon the development of a significant logistics project under the direction of university faculty and designated member(s) of the participating agency. Intended for students in the logistics minor.

Prereq.: MGT 4882 or completion of 12 s.h. in the minor.

**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.:** MGT core and permission of department chairperson.

**MGT 5835 Systems Analysis and Design 3 s.h.**

Information systems and system development life cycle (SDLC) sizing tools and techniques used to document an information system.

**Prereq.:** MGT 3761 AND 2.5 GPA.

**MGT 5845 Work in America 3 s.h.**

Examines the changing characteristics, expectations, and representations of work in America. Includes the exploration of demographic, historic, economic, technological, sociological, religious, ethical, popular, and poetic perspectives on work.

**Prereq.:** MGT 3715 or Junior standing and 6 s.h. of GER approved SI courses.

**MGT 5865 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 and 2.5 GPA.