

MANAGEMENT (MGT)

MGT 5131 Operations Strategy: Concepts and Fundamentals (1)

This module introduces a framework for defining a company's operating system and evaluating its operations strategy, and provides an overview of key diagnostic and analytical tools for identifying, framing, and solving strategic operating issues.

MGT 5132 Operations Strategy: Structuring the Operating System (1)

This module covers key tools for resolving the challenges of operational networks, setting capacity levels and allocating capacity within the network, and establishing a strategy for operational improvement, and examines the key issues that a firm faces in establishing its operations strategy.

MGT 5133 Operations Strategy: Managing Operational Focus (1)

This module provides frameworks for decisions on how firms should approach the execution of fundamental changes in their operating systems and addresses how various processes and systems are designed and managed in a way that builds superior and rapidly improving performance. Particular attention is placed on ways to balance the competing objectives of operational focus and growth.

MGT 5136 Global Human Capital Leadership (1)

Pre-requisite(s): Admission to the Executive MBA program
Participants learn to manage people and lead organizations to gain competitive advantage through human capital. Objectives include understanding, analyzing, and implementing human resource management practices through collaboration across functional areas, and apply human resource principles to improve global organizational performance.

MGT 5184 Negotiations: Power and Influence (1)

Pre-requisite(s): Admission to Executive MBA program
This course focuses on the structure of the negotiation and brings in the impact of power, influence, and politics in organizations. Students will participate in class discussions, simulations, and role play, as well as being exposed to the latest research in the area of negotiation.

MGT 5186 Strategic Planning (1)

Pre-requisite(s): Admission to MBA program
Discovery of how businesses and corporations develop their strategic plan using a framework for how companies approach customers, competitors, and employees. Throughout this course, students will seek to identify issues and problems facing companies in the development of their plans in domestic and international arenas. In addition, the various components of a strategic plan will be studied by using examples of companies that succeeded or failed.

MGT 5187 Strategy Implementation (1)

Pre-requisite(s): MGT 5186
Insight into putting the strategic plan into action. Students will build upon the ideas discussed in MGT 5186 and will assess the effectiveness of the strategy implementation in companies recognized in domestic and international markets. In contrast, companies that have not implemented their strategies will also be assessed.

MGT 5188 Strategic Control (1)

Pre-requisite(s): MGT 5187
Development of an understanding pertaining to companies competence in maintaining high performance, and their adaptation to the dynamics of their industries.

MGT 5191 Leading Organizational Change for High Performance (1)

Pre-requisite(s): Admission to Executive MBA program
This course is intended to help managers and leaders better understand and diagnose behavior in organizations. They can apply this information in an ethical manner to influence positive organizational change.

MGT 5284 Negotiations: Maximizing Multi-Party Outcomes (2)

Pre-requisite(s): Admission to Executive MBA program
Enhances individual effectiveness in the workplace and marketplace through the development of negotiating skills and advanced understanding of negotiation when there are more than two parties. Emphasis is on practical application of theory through a variety of skill-building exercises. Topics include distributive and integrative bargaining tactics, leverage, framing, and cognitive biases, within a multi-party setting, and team negotiations.

MGT 5307 In Residence: Global Strategy: Building & Sustaining Competitive Advantage (3)

Co-requisite(s): MGT 5406
During this in-residence experience students engage with global organizations and leaders to expand their depth of knowledge related to all aspects of strategic management. Culture, leadership, operations, strategy, societal impact, and their intersections are explored as students build their critical-thinking skills and consider the challenges faced by executives of global enterprises.

MGT 5310 Management of Organizational Behavior (3)

Management of Organizational Behavior enhances students' knowledge regarding behavioral science concepts relevant to the study of organizational and managerial behavior. The design of the course is active learning through developing skills as a manager, role play, and an extensive hands-on organizational analysis project with local organizations. Topics examined include, but are not limited to, leadership, motivation, teams, talent development, individual differences, global issues, ethics, and organizational change. The framework used is one of organizational development as students are prepared to manage human capital effectively.

MGT 5311 Leading with Integrity (3)

Pre-requisite(s): Admissions to Executive MBA Program
This course is intended to help managers and leaders better understand the theories of leadership by utilizing leadership development tools, models of ethical decision making, and organizationally-relevant applied projects.

MGT 5320 Manufacturing and Service Operations (3)

Examines various tools, techniques, and concepts that are linked with successful operations practices in today's firms. Manufacturing resource planning, just-in-time concepts, and synchronous manufacturing philosophies for the firm are emphasized. In addition, the critical role of quality assurance for firms in both manufacturing and service industries is evaluated. Experiential and computer-based simulation exercises are employed to sharpen students' abilities to identify and solve problems. Sharpens students' abilities to identify and solve problems.

MGT 5325 Leadership in the Global Marketplace (3)

Examination of cultural differences, their impact on business practices, and how to successfully adapt global business practices to different cultures. Study of strategic global expansion and the key role of leadership in effective globalization. This course engages students with a trip to study business in a host country and engage in a business challenge.

MGT 5330 Management Decision Models (3)

Application of analytical models and computer simulation to managerial problems in various functional areas. Topics examined include mathematical programming, network analysis, decision theory, waiting line validation, and implementation of computer simulation models.

MGT 5331 Project Management (3)

Cross-listed as MIS 5331

This course covers issues important in effective project management. It considers project planning, budgeting, evaluation, and auditing. It also examines methods for monitoring projects, analyzing risk, and allocating resources. [This course also prepares students for the Certified Associate in Project Management and Project Management Professional certification exams.]

MGT 5332 Advanced Project Management: The Systematic Implementation of Complex Organizational Project (3)

Cross-listed as MIS 5332

Pre-requisite(s): MGT/MIS 4330 or MGT/MIS 5331 or 3 years of project management experience

Complex project management requires high-performance project managers capable of dealing with the chaos of today's organizational environment. This seminar focuses on the advanced project-management skills, systems thinking, and process modelling needed to implement complex organizational programs and manage projects for business process improvement.

MGT 5336 Seminar in Human Resource Management (3)

Cross-listed as SOC 6350

Subjects discussed are: changing equal employment opportunity laws and case rulings, recruitment, selection methods, total compensation systems, performance evaluation, and organizational justice. Emphasis throughout is on practical application of the theory for organizational effectiveness.

MGT 5337 Management of Employee Relations (3)

Analysis of union-management relations in both private and public sectors. Subjects include negotiation techniques and strategies, discipline and discharge, discrimination, sexual harassment, labor contract interpretation, EAP programs, safety, management rights, seniority systems, working conditions, and others. Role playing, negotiations simulation, and analysis of arbitration cases are used. Research paper required.

MGT 5340 Negotiation and Conflict Resolution (3)

Enhances individual effectiveness in the workplace and marketplace through the development of negotiating skills and advanced understanding of negotiation and persuasion. Emphasis is on practical application of theory through a variety of skill-building exercises. Topics include distributive and integrative bargaining tactics, team and multiparty negotiations, leverage, framing, and cognitive biases.

MGT 5350 Organizational Design and Development (3)

Fundamentals of designing/redesigning an organization. Major issues include: designing individual jobs and subunits, handling interdependencies among jobs and subunits through coordination and control techniques, dealing with resistance to change, and promoting flexibility. Creating/maintaining a high level of organizational effectiveness is the overarching theme. Students interested in general management, management consulting, and positions in organization development departments would benefit in particular from the course.

MGT 5355 Management Consulting (3)

This course is designed for individuals interested in business and management consulting. It uses live consulting projects with local businesses that require the application of skills taught in a master's program. It also emphasizes soft skills utilized in management consulting such as teamwork, customer relationship management, and change management. Other topics include resolving critical conflicts and utilizing strategic frameworks.

MGT 5385 Strategic Management and Business Policy (3)

A case problem and discussion seminar focused on developing and sustaining a competitive advantage in dynamic environments. The course examines how firms analyze external forces such as local and global trends, technological change, and competition as well as their own firm's position to compete effectively and create value for stakeholders. Both individual and group projects are emphasized.

MGT 5402 Negotiation (4)

This class enhances critical thinking skills, particularly in the context of group interactions and negotiation. It focuses on understanding the theory and practice of negotiation in a variety of settings. Students learn to develop skills experientially and analogically and to understand negotiation in useful analytical frameworks.

MGT 5406 Global Strategy: Building and Sustaining Competitive Advantage (4)

Co-requisite(s): MGT 5307

Global Strategy: Building and Sustaining Competitive Advantage provides the opportunity to extend the work completed in previous courses for the purpose of analyzing the problems and issues encountered by executives of the global enterprise.

MGT 5410 Managing For Higher Performance (4)

This course teaches students to connect organizational behavior theory with current management practice to implement improved management skills in current and future careers.

MGT 5420 Operations Management (4)

This course develops skills in describing and understanding operating processes and measuring and analyzing those processes, and the ability to develop and evaluate plans for positively changing those operating processes within the context of the entire organization and in harmony with the firm's strategic mission.

MGT 5445 Global Supply Chain Strategy (4)

Course provides students with key concepts and strategies for coordination of suppliers, factories, warehouses, distribution centers, and retail outlets to produce and distribute items to the right customers, at the right time, and at the right price to minimize costs while satisfying a certain target service level. Strategic management decisions include the linkages among demand planning, global sourcing, and distribution channel management.

MGT 5485 Strategic Management and Business Policy (4)

This course provides students with an opportunity to understand strategic management in organizations in a variety of industries by studying competition, resources, capabilities, innovation, alliances, mergers, acquisitions, and company structures.

MGT 5630 Integrative Executive Decision Making (6)

Pre-requisite(s): Acceptance into the executive MBA program

Integration of operational analysis with other functional areas. Computer models simulate the effects of various strategies on manufacturing plants, information flow environments, and distribution systems. The first half of the course focuses on individual skill development for use in the second half analyzing and solving core problems within the student's company.

MGT 5V98 Special Studies in Management (1-6)

This course may be taken for one to six semester hours of credit.

MGT 5V99 Thesis (1-6)

Pre-requisite(s): Consent of instructor

MGT 6310 Doctoral Seminar in Organizational Behavior (3)

Pre-requisite(s): Doctoral student standing

This course takes a holistic view to understand how the behaviors, attitudes, and emotions of individuals affect and are affected by the organizational context. Psychological theories of human behavior are reviewed in order to examine the mechanisms driving human behavior within organizational contexts at the individual, group, and organizational levels.