

MANAGEMENT (MGT)

MGT 3301 Managing People in Organizations (3)

Pre-requisite(s): Junior standing

Cumulative GPA of 2.75 or higher. Not open to BBA students. This course is a cross-section of topics related to interacting with and managing people at work. It is designed to introduce non-business students to a survey of concepts related to people in the workplace. This course highlights fundamental concepts related to individual behavior, groups, and organizational processes.

MGT 3305 Leadership & Organizational Behavior (3)

Pre-requisite(s): Junior standing; Only open to BBA students

This course provides an introduction to the managerial and leadership processes through a study of the organization as a social system. Emphasis is placed on presenting practical skills that will facilitate the student's transition to the workplace. Topics examined include management and leadership philosophy, ethical decision making, employee motivation, work attitudes, teamwork and group dynamics, managerial communication, and organizational culture and change.

MGT 3320 Distribution Management (3)

Pre-requisite(s): MGT 3325 or concurrent enrollment; only open to BBA students; BBA students must be admitted to the Business School in order to take this course

This course focuses on the distribution process from point of manufacturer to the point of use. Major topics include: evolution and trends in distribution, structure of durable and non-durable goods industries, types of distribution intermediaries, customers and market segmentation, function performed by distributors and their strategic allies, common financial terminology used in distribution, fundamental elements of distributor finance, alternative performance measures, application of technology to the distribution process, and the like.

MGT 3325 Operations Management (3)

Pre-requisite(s): A minimum grade of C in QBA 2302

Open only to BBA students. A survey of the most critical aspects of managing the operation of a business in order to efficiently produce and deliver goods and services to the customer. Topics include decision making, productivity management, inventory analysis, quality assurance, project management, supply chain management, enterprise resource planning, scheduling, and constraint management. This course emphasizes the latest management practices and utilizes computer simulations and other experiential exercises as learning tools. Students also participate in a hands-on project that requires them to apply the concepts learned in class to a real-world organization.

MGT 3333 Procurement and Materials Management (3)

Pre-requisite(s): MGT 3325 or concurrent enrollment; only open to BBA students; BBA students must be admitted to the Business School in order to take this course

This course provides the student with the opportunity to analyze problems and issues encountered by managers as they consolidate buying power across the entire firm by aligning purchasing governance with corporate strategy, developing and communicating purchasing policies, streamlining tactical purchasing functions, and expanding the strategic responsibilities of purchasing. Mastery of the material presented in this course will enable the student to assist his or her firm in building, achieving, and sustaining purchasing organization.

MGT 3335 Doing Business Across Cultures (3)

Cross-listed as INB 3333

See INB 3333 for course information.

MGT 3345 Introduction to Enterprise Systems Using SAP (3)

Cross-listed as MIS 3345

Pre-requisite(s): A minimum grade of C in MGT 3325; only open to BBA students; BBA students must be admitted to the Business School in order to take this course

This course utilizes SAP software to expose students to basic enterprise resource planning (ERP) concepts. Through this hands-on course, students will gain familiarity with the SAP interface and develop a better understanding of how ERP software integrates organizational data and key business processes to enhance organizational efficiency and decision-making, improve business intelligence, and enable cross-organizational linkages.

MGT 4305 Principled Leadership (3)

Pre-requisite(s): Junior standing; only open to BBA students; BBA students must be admitted to the Business School in order to take this course

This class is designed to challenge students to consider the principles they use or will use to lead others and contribute to positive change. Participants will discuss principles and examine role models that live out virtues that serve as the basis for servant leadership and ethical behavior.

MGT 4320 Negotiating and Conflict Resolution (3)

Pre-requisite(s): Only open to BBA students

Enhances individual effectiveness in the workplace through the provision of an advanced understanding of negotiating through the development of specific negotiating skills. Discussions and skill-building exercises in the class are focused broadly and include informal and formal negotiations between multiple departments, and so on. Because effective negotiating is fundamental to an individual's survival and prosperity within an organization, knowledge of negotiating concepts and development of negotiation skills are critical.

MGT 4321 Campus Leadership Practicum (3)

Pre-requisite(s): MGT 3302 or 3305

This course uses a transformational learning process to prepare current campus leaders for worldwide leadership and service. Course participants will increase self-awareness, enhance practical leadership skills, apply leadership practices to their campus organization, reflect on results, and receive professional leadership coaching. By the end of the course, participants will have evidence of change, improved leadership results, increased confidence to lead, and a stronger leadership network.

MGT 4330 Project Management (3)

Cross-listed as MIS 4330

Pre-requisite(s): MGT 3325; only open to BBA students; BBA students must be admitted to the Business School in order to take this course
This course covers concepts and issues important in effective project management including project planning, budgeting, scheduling, auditing, project termination, and the role of the project manager. Methodologies for monitoring and controlling projects, risk analysis, and resource allocation are also presented. The student will learn how to apply Microsoft Project software to real life projects and learn how to manage projects effectively in both single and multi-project environments. This course is also designed to help the student prepare for certification as a Project Management Professional (PMP).

MGT 4336 Human Resource Management (3)

Pre-requisite(s): MGT 3305; only open to BBA students; BBA students must be admitted to the Business School in order to take this course
A study of the human resource management profession. Specific functions to be studied include recruitment, selection, training and development, compensation, discipline, and equal opportunity laws and cases. Emphasis throughout is on the human resource manager's role in organizational effectiveness.

MGT 4337 Human Resource Staffing and Employee Relations (3)

Pre-requisite(s): MGT 3305; only open to BBA students; BBA students must be admitted to the Business School in order to take this course
 This course provides an overview of HR staffing systems from the acquisition of human resources through managing employee relations, with the aim of improving organizational effectiveness. Through hands-on activities and classroom discussions, students learn how to obtain and retain the right people in business. Topics such as labor market trends, job analysis, recruitment, interviewing, psychological testing, HR selection decision making, retention management, and labor relations are discussed. Major labor relations laws, grievance procedures, and labor-management cooperation are also covered.

MGT 4338 Compensation Management (3)

Pre-requisite(s): MGT 3305; only open to BBA students; BBA students must be admitted to the Business School in order to take this course
 A study of the total reward system. Topics examined include job content and context factors, job evaluation, wage surveys, wage and salary administration, incentives and non-cash benefits, and performance appraisals. Emphasis is on developing and maintaining an adequate and equitable compensation system for all employees.

MGT 4340 Technology Entrepreneurship (3)

Cross-listed as ENT 4340

See ENT 4340 for course information.

MGT 4345 Global Supply Chain Management (3)

Pre-requisite(s): MGT 3320, 3325, and 3333; only open to BBA students; BBA students must be admitted to the Business School in order to take this course

Focuses on the principles and techniques used by managers to plan, schedule, control and evaluate the supply chain management strategies of world-class organizations. Good supply chain management practices will lead to a competitive advantage, while poor practices will hurt firm performance. Methodologies for supply chain analysis are developed and applied to topics such as designing the supply chain network, planning demand and supply, planning and managing inventories, and coordination and technology in the supply chains. Special attention is given to understanding facilities, inventory, transportation, and information as key drivers of supply chain performance.

MGT 4353 Social Entrepreneurship and Economic Development (3)

Pre-requisite(s): Junior standing; not open to pre-business students
 Is capitalism good for the poor? This course examines the morality of capitalism, the role of institutions in perpetuating or eliminating absolute poverty, and the contextual challenges of entrepreneurship. Recognizing the socio-cultural, political, economic, and technological challenges of doing business in the third world, we use organizational theory to design for-profit ventures that use appropriate technologies to create sustainable solutions to social problems. Course projects are intended to produce organizations that will be partially owned and operated by the members of the communities that benefit from their goods and services.

MGT 4355 Management Consulting (3)

Pre-requisite(s): MGT 3325; only open to BBA students; BBA students must be admitted to the Business School in order to take this course
 This course is designed for individuals who are interested in business and management consulting. The course emphasizes the development of critical analysis skills that are useful in analyzing organizations and systems as well as resolving more personal problems and conflicts. Specific topics include cause/effect analysis, identifying root causes of problems, resolving critical conflicts, developing creative breakthrough solutions, and identifying and overcoming obstacles that prevent the implementation of solutions. Students apply the concepts learned in class to analyze actual organizations. Practicing management consultants are invited as guest speakers.

MGT 4360 Managerial Field Experience (3)

Pre-requisite(s): MGT 4336 and 4350; not open to pre-business students
 A practicum course that provides students with opportunities to apply concepts from previous management courses. Student teams work with managers to assist in routine management of a unit and/or to assist in solving specific managerial problems. Problems may be related to employee motivation, interdepartmental coordination, resistance to change, and so on.

MGT 4395 Internship in Management (3)

Pre-requisite(s): MGT 3305

The internship provides a framework for Management or Human Resource Management students to assess personal growth objectives, learn strengths and weaknesses in an organizational context, develop professional maturity, enhance their value proposition to employers, and evaluate and clarify career choices and directions. An application is required, and approved internships tend to be paid relevant to the student's MGT or HRM major.

MGT 4396 Supply Chain Management Internship (3)

Pre-requisite(s): MGT 3325

Supply Chain Management majors only. Not open to pre-business students. Internship in supply chain management; fulfilled in cooperation with a firm that provides the student opportunities to participate directly in activities such as distribution, purchasing and materials management, and supply chain management. An application is required, and approved internships tend to be paid and relevant to the student's SCM major.

MGT 4398 Special Studies in Management (3)

Pre-requisite(s): Consent of instructor and chair; not open to pre-business students

Independent study under the direct supervision of a management department faculty member.

MGT 4V95 Special Studies (1-6)

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

MGT 4V99 Special Studies (1-6)

Pre-requisite(s): Consent of instructor; not open to pre-business students

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