MANAGEMENT (MGT)

MGT 341 Human Resources Management  Credits: 3
Typically Offered: Fall, Spring.
Course Description: Policies and practices in personnel management, such as job analysis, selection of employees, placement, training, employee services, and industrial relations. Prerequisite(s): GBA 210 or MAT 111 or MAT 111E or PSY 300, MGT 350 or concurrent enrollment, GBA 211, GBA 220, and junior standing.

MGT 350 Organizational Behavior  Credits: 3
Typically Offered: Fall, Spring.
Course Description: An introductory course in management which focuses on individual-level (micro) management issues. Studies the relationship between individuals’ values, emotions, perceptions, personality, and psychological capital on workplace behavior and performance. Reviews the effectiveness of alternative forms of learning, motivation, and leadership. Prerequisite(s): Junior standing.

MGT 360 Organizational Theory, Design and Change Management  Credits: 3
Typically Offered: Fall, Spring.
Course Description: Complements Organizational Behavior. This macro management course focuses on the external context within which the organization competes, the group-level of analysis within the organization, and the structural design components of arranging human capital into organizational units. The course also examines types and forms of organizational change, learning organizations, and concepts related to power and conflict. Prerequisite(s): GBA 210 or MAT 111 or MAT 111E, GBA 211, GBA 220, and MGT 350.

MGT 394 International Strategy Competition  Credits: 3
Typically Offered: Spring.
Course Description: A business simulation opportunity to earn 3 applied learning credits in the Craig School of Business. One or more teams of 4-6 students will compete with other teams from universities throughout the world. Teams run a simulated business, work with a team of students as business executives, and deal with interrelated functional business issues. Preparation begins in late November, and during Spring semester weekly decisions are submitted to the Simulation Director. Each week results are returned to the team for analysis and preparation of the next week's decisions. On-site competition for the team(s) occurs in April for 3-4 days, with an awards ceremony at a closing banquet. Prerequisite(s): Overall GPA of 2.5 or above, submission of application, and admission to the School of Business.

MGT 395 Environmental Management  Credits: 3
Typically Offered: Departmental Discretion.
Course Description: A course focusing on the natural environment and the role that businesses play in environmental stewardship. Explores institutional and global perspectives about the regulation and economics of sustainability and environmental responsiveness. The course reviews topic areas such as environmental accounting, green marketing, green management and the basis for stakeholder investments. Prerequisite(s): Completion of General Studies Category Two - Natural Sciences, and admission to the School of Business or School of Business Approval.

MGT 402 Entrepreneurship  Credits: 3
Typically Offered: Departmental Discretion.
Course Description: The problems, opportunities, and methods of beginning a new business or new type of business. Examines the special needs of entrepreneurs regarding forecasting and planning, venture capital, trade finance, marketing, staffing, budgeting and cost control, and operations. Prerequisite(s): GBA 310 and admission to the School of Business.

MGT 416 Production and Operations Management  Credits: 3
Typically Offered: Fall, Spring.
Course Description: Key management issues in operations and manufacturing firms. Analytical methods are studied for optimization of decision-making in inventory control, planning and scheduling, material requirement planning (MRP), just-in-time (JIT), project management, quality control, etc. Prerequisite(s): ACC 202, GBA 201, GBA 210 or MAT 111 or MAT 111E, GBA 220, MGT 350 or concurrent enrollment, SCM 301, and admission to the School of Business.

MGT 417 Applied Entrepreneurship  Credits: 3
Typically Offered: Fall, Spring.
Course Description: The course represents an opportunity for December and/or May CSB graduates or eligible students to acquire an ownership in a business franchise. Students must be willing to relocate to the location of the business. Students must be willing and able to sign an ownership option agreement that includes initial financing provided by a donor. Students will compete for a limited number of businesses or franchises and will be selected by a committee consisting of business and/or franchise representatives. Prerequisite(s): ACC 310 or concurrent enrollment, GPA of 2.5 or higher, completion of 105 credit hours, or School of Business approval.

MGT 418 Management Information Systems  Credits: 3
Typically Offered: Fall, Spring.
Course Description: An examination of organizations’ information requirements and the role of computer information systems in meeting those requirements by gathering and producing information. The coding, processing, and accounting for transactions within the organization and between organizations. Data processing concepts including the issues in acquisition, development and deployment of responsive systems; assessment of the effectiveness of information systems in business decision making; and the impacts of information systems on organizations. Same as ACC 418. Prerequisite(s): ACC 202, GBA 201, GBA 220, MGT 350 or concurrent enrollment, MKT 301 or concurrent enrollment, SCM 301, and admission to the School of Business.

MGT 419 Strategic Management  Credits: 3
Typically Offered: Fall, Spring, Summer.
Course Description: Examines strategic responses to problems and opportunities facing businesses in a changing global environment. Significant writing and speaking requirements. Prerequisite(s): ACC 418 or MGT 418 or concurrent enrollment, MGT 416, and School of Business approval.

MGT 425 International Management  Credits: 3
Typically Offered: Fall, Spring.
Course Description: The international dimensions of management with emphasis on the environmental, organizational, and cultural challenges to businesses operating on a global stage. Prerequisite(s): GBA 210 or MAT 111 or MAT 111E, GBA 211, GBA 220, MGT 350, and admission to the School of Business.
MGT 431 Management Science Credits: 3
Typically Offered: Departmental Discretion.
Course Description: Introduces the quantitative models that support decision making in business administration. Examples of those models are linear programming, integer programming, transportation/assignment, networks, queuing theory, simulation and inventory control. This course focuses on formulating business problems into appropriate quantitative models, solving the models by using computer software and interpreting the results from the managerial point of view. Prerequisite(s): ACC 202, GBA 201, GBA 210 or MAT 111/111E, GBA 220, MGT 350 or concurrent enrollment, SCM 301, and admission to the School of Business.

MGT 444 Organizational Staffing, Training, and Safety Credits: 3
Typically Offered: Fall, Spring.
Course Description: This course is grounded in the comprehensive staffing model which focuses on the key components of staffing, external influences affecting staffing decisions and processes, and staffing systems management. Studies cover staffing strategies and planning, job analysis, measurement, external and internal recruitment, testing, selection, training, development, employee health and safety, and OSHA regulations. Prerequisite(s): MGT 341, MGT 350, and admission to the School of Business.

MGT 445 Compensation and Benefits Management Credits: 3
Typically Offered: Fall, Spring.
Course Description: The most common types of benefit coverage for employees, the components of total reward and compensation systems, total benefits costs analysis, cafeteria plans, the U.S. Social Security system, and ERISA. Prerequisite(s): MGT 341 and admission to the School of Business.

MGT 470 Management Leadership Credits: 3
Typically Offered: Fall, Spring.
Course Description: The purpose of this course is to enable students to prepare themselves to become leaders of organizations, understand different theories on leadership, and increase their personal leadership development. Leadership development concepts introduced in the course will be immediately applicable for students and useful for the rest of their lives. Prerequisite(s): GBA 210, GBA 211, GBA 220, MGT 350, and admission to the School of Business.