

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, 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, and MGT 350.

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):** MGT 350 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 of service 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, MGT 350 or concurrent enrollment, SCM 301, and admission to the School of Business.

MGT 417 Applied Business Ownership Credits: 3

Typically Offered: Spring.

Course Description: The course represents an applied learning opportunity for Spring graduates to study entrepreneurship and business ownership. Students acquire the tools and resources needed to build a comprehensive business plan around a real world business. The course also offers students the opportunity to acquire ownership in a business franchise through a separate competition. Competing students must be willing to relocate and sign an ownership option agreement that includes initial financing provided by a donor. Students compete for a limited number of franchises each spring and are selected by a committee consisting of business and 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. Fall graduates may be considered with director 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, 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, 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 or 111E, 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, MGT 350, and admission to the School of Business.