MANAGEMENT (MGMT)

MGMT 179: 3 s.h.
Experimental
Experimental Course in Management

MGMT 279: 3 s.h.
Experimental
Experimental Course in Management

MGMT 351: 3 s.h.
Organization Theory & Design
Introduction of the perspective of business as a system dedicated to the reduction of uncertainties. Focus is on determining strategy and building a structure that supports organizational effectiveness. Factors considered include the external environment, interorganizational relationships, globalization, internal technologies and control systems, organizational life cycle, cultural and ethical values, innovation, and change management. Prereq: C- or higher in BUAD 251.

MGMT 353: 3 s.h.
Labor-Management Relations
Course covers roles of management and labor unions using an analytical framework for labor relations problems, contract negotiations and administration. Offered periodically. Prereq: C- or higher in BUAD 251.

MGMT 354: 3 s.h.
Compensation Management
Specific focus on methods for determining wages. Salaries, incentive payments, point classification and factor comparison systems are discussed in detail. Management of benefits, including hospitalization, major medical, life insurance, long-term disability and pension administration is emphasized. Offered periodically. Prereq: BUAD 352.

MGMT 355: 3 s.h.
Business and Society (G3)
Relationships between economic decision-makers (business) and the various interests affected by their decisions (society). Emphasis on the ethical dimensions of decision making in business. Specific issues include cultural relativism, social and economic justice, private property and the choice of an economic system, corporate social responsibility, acceptable risks for consumers, acceptable risks to the environment, affirmative action and reverse discrimination, sexual harassment and comparable worth, disclosing and concealing information in sales, insider trading and whistleblowing. Offered in fall, spring.

MGMT 356: 3 s.h.
Entrepreneurial Management
Managing a new venture while continually juggling vital issues such as: mission and values statement; goals and objectives; growth strategy; people and resources; organizational capabilities; financing strategy; vision of success. The course addresses differences between Entrepreneurial Management and Corporate Management. Prereq: BUAD 231 and C- or better in BUAD 251

MGMT 357: 3 s.h.
International Management (G3)
Examination of management challenges associated with developing strategies and managing operations of firms whose activities extend across national boundaries. Theoretical, institutional, and case analysis of major issues, including the impact of international codes and organizations on corporate policies, the effect of government policies, techniques for assessing foreign environments, and strategies for managing international business operations are covered. Prereq: C- or higher in BUAD 251.

MGMT 371: 3 s.h.
Principles of Entrepreneurship
Introduction to the process of turning an idea into a successful start-up business. The entrepreneurial mind-set, initiating ventures, developing the plan through understanding legal, marketing, and financial challenges, strategic growth, valuation of the enterprise, and harvesting the enterprise are studied within the context of the entrepreneurial process. Pre-req: C- or better in BUAD 231 and 251.

MGMT 372: 3 s.h.
Organizational Behavior
Examines individual, group, and organizational-level behavioral and social science theories and applies those theories to managing human behavior in diverse organizations operating in a global business environment. Topics include personality, values, perception, motivation, teams, leadership, conflict resolution, communication, organizational culture, and change management. Pre-req: C- or better in BUAD 251

MGMT 373: 3 s.h.
Management Skills
Focuses on developing business and interpersonal skills through engaging in activities designed to assess, practice, and improve various skill areas such as time management, teamwork, stress management, coaching and counseling, creativity, conflict management, problem solving, critical thinking, and motivating others. Students will be expected to demonstrate skills during semester activities. Prereq: C- or higher in BUAD 251.

MGMT 374: 3 s.h.
Leadership
Examines various concepts related to leadership. Topics include trait, contingency, and behavioral approaches to leadership; values and ethics, diversity, motivation, power, and multiculturalism in leadership etc. The emphasis will be on learning and application of behaviors that are critical to effective leadership. Prereq: C- or higher in BUAD 251.

MGMT 374H: 3 s.h.
Hon: Leadership

MGMT 375: 3 s.h.
Business Web Development
Prepares individuals to plan, manage, supervise, and market electronic business operations, products, and services provided online via the Internet. Builds skills to develop a modern business website using technologies such as HTML, CSS and JavaScript. Includes coverage of web client-server architecture, security, performance issues, monetization, website promotion, database integration through server-side scripting and commercial deployment. The course supports Entrepreneurial and Small Business Operations. Offered periodically. Prereq: BUAD 307

MGMT 379: 3 s.h.
Experimental
Experimental Course in Management

MGMT 381: 3 s.h.
Data & Information Management
Builds on the core concepts of data and information management. It is centered around the core skills of identifying organizational information requirements, modeling them using conceptual data modeling techniques, converting the conceptual data models into relational data models and verifying its structural characteristics with normalization techniques, and implementing and utilizing a relational database using an industrial-strength database management system. Includes coverage of basic database administration tasks. In addition to developing database applications, the course helps the students understand how large-scale packaged systems are highly dependent on the use of DBMSs. Building on the transactional database understanding, the course also provides an introduction to data and information management technologies that provide decision support capabilities under the broad business intelligence umbrella. Prereq: BUAD 307

MGMT 405: 3 s.h.
Topics in Management
Advanced, innovative, or exploratory topics and disciplines within management. Specific content items developed by instructor. Most topics will be for business majors only. Offered periodically. Prerequisites may vary. Consult the current course offering.

MGMT 452: 3 s.h.
Operations and Supply Chain Management
Survey of basic principles, concepts and techniques of operations management applicable to manufacturing as well as service organizations. Examines positioning, design and operating decisions and their interrelationships in the context of the overall competitive strategy of the firm. Explores current trends and innovations in operations management theory and practice. Topics include operations strategy, quality control/TQM, product/service design, capacity planning, process design, facility layout, design of work systems, location planning, supply chain management, inventory control, MRP/ERP, just-in-time systems, scheduling and project management. Prereq: MATH 130 or 235 and C- or higher in BUAD 251.

MGMT 453: 3 s.h.
Supply Chain Logistics Mgmnt
Study of the forward and reverse logistics supply chain management and arising globalization and sustainability challenges. Topics include strategic design of supply chain; management and control of flow and storage of products, services, and information from suppliers to consumers; and effective management of the reverse flow of returns, buybacks and end-of-life products to recapture value through refurbishing, remanufacturing, recycling, or proper disposal. Identification and analysis of emerging managerial issues in meeting complex mandated and competitive requirements of lean and green logistics systems. Prereq: MATH 235 and BUAD 231 (C- or higher) or BUAD 251 (C- or higher).

MGMT 454: 3 s.h.
Talent Acquisition
Focused on providing a detailed understanding of the staffing process in organizations. The role of staffers is analyzed; major trends and the legal framework associated with staffing process is highlighted. Topics include: staffing strategies, strategic job analysis and competency modeling, forecasting, measurement, interviewing techniques etc.

MGMT 479: 3 s.h.
Experimental
Experimental Course in Management

MGMT 499: 1-4 s.h.
Departmental Honors
Departmental Honors

MGMT 605: 3 s.h.
Business and Its Environment
Business and Its Environment

MGMT 650: 3 s.h.
The Management Process
The Management Process

MGMT 653: 3 s.h.
Operations Management
Examines positioning, design and operating decisions and their interrelationships in the context of the overall competitive strategy of the firm. The international dimensions of operations management, as well as the relationships of operations management to other functional areas are stressed. Topics include operations strategy, quality management, product and service design, process design, capacity planning, facilities layout, design of work systems, location planning, total quality control, aggregate planning, independent demand inventory system, push and pull systems, enterprise resources planning, supply chain management, and scheduling.

MGMT 670: 3 s.h.
Strategy and Policy
Capstone seminar in the formulation and administration of organizational planning and policy. The student is expected to utilize integrate, and apply the theories, concepts, principles and techniques relevant to business problems and situations. Uses case studies, course projects, library research, field research, group decision making, role-playing, simulations and other strategic planning and management process exercises. Emphasizes the global nature of business and utilizes technology to coordinate the activities of the group efforts. Prereq: Demonstrated proficiency in general business concepts at the introductory level through job experiences or coursework.