

# MANAGEMENT (MGMT)

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**MGMT 3310. Principles Of Management. 3 Hours.**

This course is concerned with the principles and methods used in managing and operating organizations, both domestically and abroad. Course coverage includes analysis of the organization's environment and the managerial functions of planning, organizing, leading, motivating, and controlling.

**Prerequisite:** 45 completed hours.

**MGMT 3320. Organizational Behavior. 3 Hours.**

Students learn about individual and group behavior in organizations and how it affects the achievement of organizational objectives.

**Prerequisite:** MGMT 3310 (can be taken concurrently).

**MGMT 3325. New Product Commercialization. 3 Hours.**

Students address the issues of formulation, financing and operations of bringing new products to market. The course will include a group term project designed to teach the students the process of commercializing new products. Topics may include environmental screening, developing and testing the concept of the product, funding, patents and copyrights.

**Prerequisite:** MGMT 3310.

**MGMT 3327. Mgt of Innovation & Technology. 3 Hours.**

Students address issues concerning the management of innovation and technology, such as developing creative potential in individual and organizations and the management of creative employee. Topics may include the importance of innovation and technology to business and society, forecasting for innovation and technology, the value of creation, types of innovation, and the role technology plays in innovation.

**Prerequisite:** MGMT 3310.

**MGMT 3330. Human Resource Management. 3 Hours.**

Students examine core human resource management practices, including job analysis, recruitment and selection, training and development, performance management, compensation and benefits, and employee and labor relations as well as explore legal requirements affecting human resource management decisions.

**Prerequisite:** MGMT 3310.

**MGMT 3335. Diversity, Equity, & Inclusion in Organizational Management. 3 Hours.**

Students learn to recognize the benefits of diversity, equity, and inclusion within the workplace. This includes surface-level diversity like gender, ethnicity, race, and age as well as deep-level diversity like education, personality, and values. The course addresses both the challenges and opportunities available with a diverse workforce in efforts to gain a competitive advantage.

**Prerequisite:** 45 hours.

**MGMT 3348. Small Business Management. 3 Hours.**

Students embark on a comprehensive study of all areas of operations and management of the small business enterprise. Topics covered may include: ownership form, site analysis, planning, organizing, staffing, financial control, inventory control, and marketing tactics.

**MGMT 3350. Services Marketing Management. 3 Hours.**

Students examine the characteristics of the service domain. The planning, organization, production, and marketing of quality services is the focus of the course.

**Prerequisite:** MGMT 3310 and MKTG 3310.

**MGMT 3370. Operations Management. 3 Hours.**

Students address issues pertaining to the operations function within manufacturing and service firms competing in a global environment. The relationship of operations to other organizational functions are investigated. Topics may include decision making, project management, forecasting, capacity planning, facilities design and location, process and product design, inventory management, and quality assurance.

**Prerequisite:** MGMT 3310 and BANA 2372 or MATH 1342.

**MGMT 3372. Supply Chain Management. 3 Hours.**

This course is a study of how different organizations can effectively coordinate to form the supply chain of a product or a service in order to deliver it to end consumers at the lowest cost possible while optimizing customer service levels. Students will learn the managerial principles and methods used to efficiently perform the sourcing, production, and distribution of products and services in a global environment. Topics include purchasing, supplier selection/development, materials handling, demand planning, risk management, transportation, warehousing, inventory management, and channel relationships.

**Prerequisite:** MGMT 3370 (concurrent enrollment allowed), MKTG 3310.

**MGMT 3374. Strategic Sourcing/Procurement. 3 Hours.**

Students gain in-depth knowledge of the concepts, methods, and responsibilities of the purchasing function for manufacturing and service organizations. Topics may include the organizational role of strategic sourcing, procurement, contract and pricing practices, negotiation, quality assurance and reliability, inventory management, make-or-buy decisions, material management, and the acquisition of transportation and other services.

**Prerequisite:** MGMT 3370.

**MGMT 3376. Global Supply Chain Logistics. 3 Hours.**

Students focus on the basic concepts and techniques of domestic and international logistics in the context of supply chain management. Topics may include the efficient flow and storage of both raw materials and finished goods, and the associated managerial activities needed for effective control of materials from their initial point of origin to their final point of consumption. Emphasis is placed on the strategic importance and competitive advantage logistics provides in a global marketplace, providing students the tools and methods necessary to analyze business logistics problems.

**Prerequisite:** MGMT 3370.

**MGMT 4080. Independent Study. 1-3 Hours.**

The credit in this course varies according to the work performed. The student may pursue special studies for which a special course is not organized. Variable Credit (1 to 3).

**Prerequisite:** 30 hours in Business and Economics and consent of the instructor.

**MGMT 4085. Special Topic. 1-3 Hours.**

This course of faculty-led study is designed to provide undergraduate students exposure to new Management topics and concepts in a course setting. Variable Credit (1 to 3).

**MGMT 4320. Intl Field Studies in Mgmt. 3 Hours.**

Students engage in directed studies of organizational behavior, managerial functions, entrepreneurship, and small business in a study abroad program.

**Prerequisite:** Permission of Instructor or Department Chair.

**MGMT 4325. Family Business Management. 3 Hours.**

Students are provided an overview of family business, including an exploration of factors contributing to economic success, family harmony, and business continuity, and they explore the challenges and opportunities facing individuals and families involved in family business relationships. Some of the specific topics may include the family system, culture, entrepreneurial influences, conflict and negotiation, career planning, ethics, governance, succession and strategic planning, professional support relationships, and survival skills as a son or daughter in a family business.

**Prerequisite:** Junior Standing.

**MGMT 4327. Corporate Entrepreneurship. 3 Hours.**

Students explore the concepts, key factors, and practices of entrepreneurial activity as a process inside corporations and examines ways entrepreneurial transformation can be achieved in larger organizations. Course topics emphasized include internal ventures and external collaborative approaches that include corporate venture capital investments, licensing, different types of alliances, and formal joint ventures.

**Prerequisite:** Junior Standing.

**MGMT 4330. Compensation. 3 Hours.**

Students examine the components of a compensation system, which include internal alignment, external competitiveness, recognizing employee contributions, and the management of the system, to promote effective pay determination decisions.

**Prerequisite:** MGMT 3330.

**MGMT 4335. Mgt & Labor Relations. 3 Hours.**

Students study the legal perimeter of management labor relations, the collective bargaining process, and problems of union contract compliance.

**Prerequisite:** MGMT 3330.

**MGMT 4340. International Management. 3 Hours.**

Students are challenged to consider how businesses operate in different global environments. Students have the opportunity to learn how businesses manage effectively across borders and cultural differences by expanding their insight regarding how international and multi-national companies operate in the global environment. As a result, students gain an appreciation for working and managing in a global environment.

**Prerequisite:** MGMT 3310.

**MGMT 4345. Social Respon Of Management. 3 Hours.**

Students study the role business plays in our society and the obligations and responsibility that it has to society. Students examine the ethical, environmental, and cultural implications of industrial/technological societies and their history.

**Prerequisite:** MGMT 3310.

**MGMT 4350. Project Management. 3 Hours.**

Students focus on the planning, implementation, and control of projects. Coverage includes the project management knowledge areas and lifecycle of projects. The appropriate intellectual foundation is established so that students can work, individually and in teams to solve project related problems.

**Prerequisite:** BANA 2372 or MATH 1342.

**MGMT 4355. Human Resource Development. 3 Hours.**

Students are provided an overview and foundation of the human resource training and development (HRD) profession, they will identify current issues for HRD practitioners and researchers as well as highlight current work place changes and their impact on human resource training and development.

**Prerequisite:** MGMT 3330.

**MGMT 4365. Service Operations Management. 3 Hours.**

Students address issues pertaining to the operations function within service organizations competing in a global environment. The relationship of operations to other organizational functions are investigated. Topics may include understanding services, new service development, service quality, process improvement, location decisions, capacity planning, waiting lines, forecasting, inventory management, and service supply relationships.

**Prerequisite:** BANA 2372 or MATH 1342, and MGMT 3310.

**MGMT 4375. Quality Management. 3 Hours.**

Students study current topics in quality assurance management to include total quality control, statistical quality control, statistical process control, quality circles, and Deming's methods. An emphasis is placed on the systems approach to quality assurance.

**Prerequisite:** BANA 2372 or MATH 1342.

**MGMT 4378. Supply Chain ERP. 3 Hours.**

Students examine the tactical and operational management of supply chains using enterprise resource planning (ERP) systems. Topics focus on issues related to the creation of end-user value through supply chain cost reductions and/or service improvements. Students gain hands-on experience with software used by organizations to manage and improve the efficiency of their supply chains.

**Prerequisite:** MGMT 3372 (formerly MGMT 4360)

**MGMT 4389. Internship. 3 Hours.**

Students are provided with an opportunity to apply academic skills in a practical work environment. (See Internship Coordinator prior to enrolling.) All internships must be approved in advance in order to receive credit.

**Prerequisite:** Department approval and minimum overall and COBA GPA of 2.5.

**MGMT 4390. Strategic Management & Policy. 3 Hours.**

Students learn to evaluate the external environmental factors and internal organizational characteristics and contexts for the purpose of formulating competitive strategies.

**Prerequisite:** Senior standing, MGMT 3310, MKTG 3310 and FINC 3320.