

MANAGEMENT (MGMT)

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: 42 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. Management of Innovation and 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. Variety in the Workplace. 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: 42 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. Course Equivalents: MGMT 4310 .

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 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). Course Equivalents: MGMT 4380

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). Course Equivalents: MGMT 4385 .

MGMT 4320. International Field Studies in Management. 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. Management and 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 Responsibility 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 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 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.