

# MANAGEMENT (MGMT)

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## **MGMT 3003 Principles of Management**

Co-requisite or Prerequisite: ACCT 2013 or ACCT 2033.

Basic principles of management and organizational behavior including planning, organizing, leading, controlling, staffing, decision making, ethics, interpersonal influence, and group behavior; conflict management; job design; and organizational change and development.

## **MGMT 3023 Principles of Human Resource Management**

Co-requisite or Prerequisite: MGMT 3003.

An introduction to the field of human resources and an overview of human resources' role in the organization. In addition to this prologue, workforce planning, talent management; outcomes measurement/metrics, and management of a diverse workforce will be examined.

## **MGMT 3103 Operations Management**

Prerequisite: (BUAD 2053 or PSY 2053 or STAT 2163), and MGMT 3003.

A study of the overall operations management task. Critical issues include its integration of market issues, the development of operations strategies, and the management of people. Specific attention is given to the design and development of services and products and the systems by which they are produced and delivered. Factors central to the operations management task include capacity, technology, scheduling and execution, quality, inventory, the significant role of managing the supply chain, and process and delivery system reliability and maintenance.

## **MGMT 3113 Business Process Improvement**

Prerequisite: MGMT 3003 and (BUAD 2053 or PSY 2053 or STAT 2163).

This course is a study of the analysis, mapping, and improvement of business processes using standard symbols, popular software tools, metrics, and general systems theory. Examples of sample business processes and topics include customer service, sales management, scheduling, manufacturing, supply chain management, logistics, hiring/job search, process mapping diagrams, organizational charts, workflow and environment layout, cause and effect analysis, systems analysis and design, collection and analysis of process data, and optimization. Software tools are used for process diagramming, concept mapping, physical facilities layout, project planning and management, and data filtering and analysis.

## **MGMT 3123 Business Ethics**

Prerequisite: BLAW 2033 and MGMT 3003.

This course is an interdisciplinary study of business ethics and the social responsibility of business organizations in society. The course will consider professional and applied ethics, law and organizational behavior. The focus of the course is on the individual managerial decision making process in response to ethical issues arising in the business context. Students will explore the role of business in society; discuss general theories of ethics; explain and apply key ethical theories in business; and develop and defend their own ethical positions.

## **MGMT 3173 Advanced Microsoft Techniques**

Prerequisite: BDA 2003.

This course uses a hands on approach to demonstrate the students' ability to use Microsoft Word, Excel, and Access. Training and testing software will be used to prepare the students to take the Microsoft Certification exams.

## **MGMT 3323 Employment Law**

Offered: Fall.

Prerequisite: BLAW 2033.

This course focuses on major federal employment laws affecting individual employees excluding labor laws. Topics covered includes legal regulation of the hiring and firing processes, testing and privacy issues, wage and hour laws, laws affecting benefits, occupational safety and health, workers compensation, unemployment insurance and related topics. The course will briefly touch on employment discrimination issues as they affect the employment relationship but not in the depth nor the detail of the Employment Discrimination Law course. As practitioners and researchers in the field of human resources, a strong familiarity with employment law and the ability to understand the application of various laws that affect human resource development within organizations is critical.

## **MGMT 4013 Management Information Systems**

Prerequisite: MGMT 3103.

A study of information processing, the systems concept, the analysis and design of information systems, and database hardware and software technology as they apply to producing information to be used in business decision making. Emphasis will be given to practical application for business.

## **MGMT 4033 Internship I in Management**

Prerequisite: Permission of the instructor, Associate Dean, and Dean and a minimum 2.5 GPA.

A supervised, practical experience providing undergraduate MGMK majors with a hands-on professional management/ marketing experience in a position relating to an area of career interest. The student will work in a local cooperating business establishment under the supervision of a member of management of that firm. A School of Business faculty member will observe and consult with the students and the management of the cooperating firm periodically during the period of the internship. Students will be required to make oral reports in the classroom, maintain an internship log, and prepare a final term paper. Additional hours may be used to satisfy the curriculum requirements for general electives. Note: Only three hours of internship may be used to satisfy the curriculum requirements for management or marketing electives.

## **MGMT 4043 Internship II in Management**

Prerequisite: Permission of the instructor, Associate Dean, and Dean and a minimum 2.5 GPA.

To be taken after completion of Internship I. A supervised, practical experience providing undergraduate MGMK majors with a hands-on professional management/marketing experience in a position relating to an area of career interest. The student will work in a local cooperating business establishment under the supervision of a member of management of that firm. A School of Business faculty member will observe and consult with the students and the management of the cooperating firm periodically during the period of the internship. Students will be required to make oral reports in the classroom, maintain an internship log, and prepare a final term paper. Additional hours may be used to satisfy the curriculum requirements for general electives. Note: Only six hours of internship may be used to satisfy the curriculum requirements for management or marketing electives.

## **MGMT 4053 Small Business Management**

Prerequisite: MGMT 3003 and MKT 3043.

Application of business management principles to the creation and operation of small scale enterprises. Emphasis on the preparation and implementation of business plans for such enterprises.

**MGMT 4063 Entrepreneurial Development**

Prerequisite: MGMT 4053 and approval from instructor.

The course is designed to increase the students' understanding of critical entrepreneurial and venture creation concepts through practical applications and through textual readings. Specifically, students will take preliminary small business plans and develop and formalize plans that will be submitted for competition consideration at the annual Donald W. Reynolds Governor's Cup business plan competitions.

**MGMT 4073 Special Topics in Management**

In-depth exploration of selected management topics. The primary topic will vary from offering to offering; thus, the course may be taken more than once.

**MGMT 4080 School of Business College of Distinction Enhanced Capstone**

Co-requisite: MGMT 4083.

Prerequisite: Acceptance into the School of Business College of Distinction program.

This course is required for all students accepted into the School of Business College Distinction program as a marker for student participation in approved School of Business College of Distinction activities.

**MGMT 4083 Business Policy**

Prerequisite: MGMT 3103 and at least 90 earned hours.

Co-requisite or Prerequisite: FIN 3063.

As the capstone course in the School of Business core, this course examines the application of strategic management processes, including top management's role in situational analysis, strategy selection, strategy implementation, and strategic control, under conditions of uncertainty.

**MGMT 4093 Organizational Behavior**

Co-requisite: MGMT 3003 or PSY 3093.

Prerequisite: BLAW 2033.

Prerequisite or Organizational behavior is devoted to understanding individuals and groups within an organizational context. The field focuses on attributes, processes, behaviors, and outcomes within and between individual, interpersonal, group, and organizational levels of analysis. Individual characteristics include learning, motivation, and decision making which impacts training and development as well as performance management. Interpersonal and organizational processes include recruitment, selection, job design, and goal setting.

**MGMT 4103 Supply Chain Management**

Prerequisite: MGMT 3103.

This course covers basic principles of supply chain management and provides techniques used to analyze various aspects of logistics systems. Key concepts such as inventory management, communication, warehousing, distribution, and facility location are examined as an integral part of modern business. The course addresses insights, concepts, practical tools, and decision support systems that are important for the effective management of the supply chain. A supply chain is defined as a set of three or more companies directly linked by one or more of the upstream and downstream flows of products, services, finances, and information from a source to a consumer. Supply chain management is the systemic, strategic coordination of the traditional business functions within a particular company and across businesses within a supply chain, for the purpose of improving the long-term performance of the individual companies and the supply chain as a whole. The major supply chain processes include planning, sourcing, making or converting, fulfillment, and relationships management. The major dimensions for evaluating the performance of supply chain processes and activities are time, cost, quality and compliance. This course covers the major activities of companies involved in profitably coordinating supply and demand in the marketplace to deliver consumer value.

**MGMT 4113 Managerial Issues in Electronic Commerce**

Prerequisite: MGMT 3003 and MKT 3043.

A study of managerial issues and strategies involved in Internet-based buying and selling activities. The course examines appropriate business models and best practices in generating revenue, market share, and profit from wholesaling and retailing activities in business-to-consumer, business-to-business, and consumer-to-consumer venues. Topics include initiation and management of electronic commerce operations, technological infrastructure and tools, marketing, customer relationship management, electronic payment, security, staffing, social impacts, ethics, regulation, and international markets.

**MGMT 4203 Project Management**

Prerequisite: MGMT 3103.

Project Management is studied from a practical perspective. In this course, students explore techniques of organizing the three main elements of project management: cost, schedule and scope, as well as how to manage the most important aspect of Project Management: PEOPLE. Students will learn to utilize software that aids in the visualization of the project management process. The emphasis of this special topic in management will be aimed toward an understanding of Project Management for future business leaders and engineers. The course will culminate with a month-long, graded, practical exercise with industry where students will be organized into teams or as individual developers and sent to explore all aspects of a problem, conduct a project initiation workshop, and then present a project management plan to the leadership of that participating industry.

**MGMT 4213 Strategy and Leadership**

Prerequisite: MGMT 3003.

Major leadership theories will be examined. Organizational effectiveness and competitive strategies will be addressed from a human resources leadership viewpoint. Students will consider strategic and leadership challenges within the human resources role.

**MGMT 4223 Leadership: Ideas and Images in Art, Film, History, and Literature**

Prerequisite: MGMT 3003.

This course probes the definition, meaning, practice, and paradox of leadership by exploring ideas and images found in diverse domains such as film, art, literature, and history. These ideas and images are used as a platform for examining leadership challenges and for developing personal insights into leadership practice, issues and values.

**MGMT 4323 Compensation and Benefits**

Offered: Spring.

Prerequisite: MGMT 3023.

This course covers how to reward employees. Compensation and benefits are a major part of a firm's total rewards strategy. Components include salary structure and regulations, short-term incentives, and benefits such as health insurance and pensions plans that aligned with business objectives. The field of Compensation and Benefits is a critical foundation for success in of human resource management. It is valuable information for any professional that has responsibilities for human resources in an organization.

**MGMT 5203 Project Management**

Prerequisite: Graduate standing, BUAD 2053 or higher-level math course, BUAD 2003 or COMS 2003 or higher level microcomputer applications course, or permission of the instructor.

This course explores the techniques of organizing the main elements of project management: people, cost, schedule, and scope. The course emphasis is aimed toward a practical understanding of Project Management for future business leaders and engineers. Students will learn to utilize information technology that aids in the visualization and documentation of the project planning and management process.

Note: May not be taken for credit after MGMT 4203 or equivalent.

**MGMT 6093 Special Topics in Management**

Course offers an in-depth exploration of selected management issues affecting business. The primary focus of the course will vary from offering to offering; thus the course may be taken more than once. There is a required research project.

Note: Students are limited to a maximum of six (6) hours of special topics credit.

**MGMT 6103 Organizational Management and Leadership**

This course is a study of the human behaviors and leadership issues which affect the day-to-day operations of the modern organization, organizational decision making and teamwork. \$35 per SSCH course fee.

**MGMT 6203 Decision Modeling in Supply Chain Management**

All firms have to deal with supply chain challenges such as configuration and operations of supply chain, inventory positions across the supply chain, allocation of resources to minimize cost and maximize revenue.

These challenges represent the complexity of processes within a supply chain, which complicates the decision making for the decision makers.

This course focuses on utilizing data driven decision making in complex supply chain processes. Students will use various analytical tools such as linear programming models, shortest-path models, nonlinear programming models, decision trees, forecasting models, and Monte Carlo simulation to solve supply chain challenges faced by firms in various industries. \$35 per SSCH course fee.

**MGMT 6903 Corporate Strategic Management**

Prerequisite: Completion of 18 hours toward program requirements.

As the capstone course in the MBA, this course examines the application of strategic management processes, including top management's role in situational analysis, strategy selection, strategy implementation, and strategic control, under conditions of uncertainty. There are required cases as well as a dynamic simulation and a final recorded professional presentation. \$35 per SSCH course fee.