

MANAGEMENT (MGMT)

MGMT 590 - Special Topics in Management (3 Credits)

Current topics, issues and practices in various areas of Management. Course may be repeated up to four (4) times as content varies by title.

MGMT 701 - Human Resources and the Global Firm (3 Credits)

An analysis of human resources practices viewed from a comparative, cross-national perspective and the perspective of a multinational enterprise.

MGMT 718 - Management of Human Resources (3 Credits)

The processes inherent in effective management of the organization's human resources. Topics include: employee selection, training, and development; design of compensation and reward systems; applied motivation models; and current issues in the management of human resources.

MGMT 719 - Management of Compensation (3 Credits)

Examines the techniques, policies, processes, strategies, and practices used by companies, managers, and individuals to effectively and efficiently motivate behavior via rewards.

Prerequisites: MGMT 701.

MGMT 720 - Staffing (3 Credits)

Topics in staffing on a rotating basis among job analysis, recruitment, test validation, selection systems, and other subjects.

Prerequisites: MGMT 701.

MGMT 721 - Employment Relations Law (3 Credits)

The law of employment relations. Policy and practice in areas such as equal employment, wages and hours, employee health and safety, pensions, and labor relations.

MGMT 722 - Labor Relations (3 Credits)

An analysis of some of the major problems faced by managers in their dealings with organizations representing employees. Primary emphasis is on the negotiation of labor agreements and the handling of problems arising under them. The public policy aspect of these problems is also considered.

MGMT 723 - Employee Responsibilities and Rights (3 Credits)

Rights of employees in relation to their employers that arise from individual and collective agreements. Employee discipline and justice. Grievance procedures and their administration, including labor arbitration.

MGMT 724 - American Labor Unions (3 Credits)

The nature, structure, and development of the labor union in the United States. Topics covered include labor history, structure of the labor movement, union governance, the law of unions, and problems of the labor movement.

MGMT 725 - Human Resource Metrics and Research (3 Credits)

Applied data analysis and research methods in human resources. Emphasis on research design, analytic strategies, measurement of human resource variables and outcomes, and presentation of written and oral information.

MGMT 726 - Human Resource and Business Strategy (3 Credits)

Capstone course for master's students in human resources. Integration of course work through analysis of current management issues and the use of case analysis and business simulations.

Prerequisites: MGMT 701.

MGMT 727 - Internship or Practicum in Human Resources (6 Credits)

Field experience in human resources. Includes a report analyzing the experience.

MGMT 728 - Teams and Teamwork Management (3 Credits)

When to use teams; how to design and implement team structures and motivate and lead team members; team decision making, conflict resolution, and other team processes.

MGMT 729 - Managing Cross-border Teams (3 Credits)

How the presence of members from multiple national cultures and multiple national locations affect the functioning of teams within the multinational corporation.

Prerequisites: DMSB 714 or IBUS 700 or MGMT 770 or MGMT 799.

Cross-listed course: IBUS 717

MGMT 730 - Consulting and Organizational Development in MNCs (3 Credits)

Restructuring and transformation initiatives within multinational organizations as internal consultants and/or change agents.

Prerequisites: DMSB 711 or IBUS 700 or MGMT 779.

Cross-listed course: IBUS 718

MGMT 731 - Negotiations (3 Credits)

Negotiations analysis, thinking, and communication; alignment between negotiation objectives and strategies; negotiation skills.

MGMT 732 - Learning with Leaders (3 Credits)

Experiential learning with successful business leaders; diagnosis of specific contexts and issues of leadership within these contexts; integration and comparison of leadership across contexts.

MGMT 733 - Strategic Management of Technology and Innovation (3 Credits)

Understanding and managing innovation, both sustaining and disruptive; creating new capabilities in new entrepreneurial firms or large corporations.

MGMT 735 - Mergers and Acquisitions (3 Credits)

Mergers and acquisitions in international and domestic settings: effects of strategic, financial, legal, accounting, and human resource factors.

MGMT 737 - Human Resources Experiential Project (3 Credits)

Provides an applied Human Resources experiential project where students work under close faculty supervision to solve real-world business challenges using applied research and analytical skills.

Prerequisites: MGMT 725.

MGMT 750 - Finance for Human Resource Professionals (3 Credits)

Fundamentals of analysis and decision-making in financial management for human resource professionals.

MGMT 770 - Competing Through People (3 Credits)

Development of an understanding of behavioral concepts necessary for effective production management of organizations. Current literature, case studies, and other simulations to demonstrate applicability of concepts. Concepts studies include perception, motivation, leadership, and intergroup conflict.

MGMT 771 - Organization Theory and Design (3 Credits)

A study of the nature of organizations, their design, their structure, their processes, as well as problems inherent in organizations (e.g., coordination, conflict, communications, power usage, politics).

MGMT 772 - Employee and Leadership Development (3 Credits)

Examination of methods of employee development and leadership development with an emphasis given to program design, management, and evaluation.

MGMT 773 - Business Policy (3 Credits)

Policy formulation and decision-making in organizations. The interrelationships of functional areas within the organization, the application of management skills and processes to integrate these areas, and the impact of factors external to the organization are examined with a view toward the attainment of organizational goals.

Prerequisites: MKTG 751, FINA 760, MGMT 770, and MGSC 791.

MGMT 774 - The Firm and Its Environment (3 Credits)

The forces which influence and constrain decision and actions within the individual firm. Consideration of these forces as features of the existing legal, social, and ethical environments. Specific topics include the legal system and public policy, social organization, moral and ethical standards, public opinion, the social responsibility of the firm, and conception within the firm of its role in society, and the interaction of these forces with economic forces.

Prerequisites: ECON 720.

MGMT 775 - Strategic Analysis and Application of Innovation (3 Credits)

Analyzing emerging technologies and applying strategic innovation frameworks for stakeholders in competitive environments with a multi-disciplinary team.

Prerequisites: C or better in MGMT 733 or MGMT 776.

MGMT 776 - Strategic Innovation Planning and Processes (3 Credits)

An evaluation of strategic planning and processes in converging industries. Emphasis on underlying scientific, innovation, and technological concepts.

MGMT 777 - Innovation and New Venture Analysis (3 Credits)

Examines the principles, tools, and techniques necessary to conceptualize and initiate a new business entity.

Prerequisites: C or better in ACCT 725, DMSB 710, or ACCT 728.

MGMT 778 - Small Business Management (3 Credits)

An examination of problems involved in the organization and management of a small business, including an analysis of legal forms, location, product market determination, production, and other operating conditions.

MGMT 779 - Personnel and Employment Relations (3 Credits)

Orientation to the field of personnel and employment relations. Also provides training in communications and computer skills needed in managing human resources.

MGMT 780 - Entrepreneurial Finance and the Dynamics of Emerging Ventures (3 Credits)

Exploration of the funding and financial management of emerging ventures, including sources and structure of capital, financial levers to drive performance and metrics to monitor performance, and the study of how to impact, capture, quantify and realize value.

Cross-listed course: FINA 780

MGMT 782 - Managing Careers in Organizations (3 Credits)

Chronological view of career development issues, from initial vocational and job choice decisions through retirement. Short-run and long-term consequences of individual and organizational career development strategies.

MGMT 790 - Business Research and Reports (3 Credits)

Research tools, techniques, and sources are utilized in the development of both analytical ability and facility in communication.

MGMT 820 - Foundations of Management Theory (3 Credits)

Emphasis on development of understanding the history of management theory and examination of current interpretations of these concepts.

MGMT 821 - Doctoral Seminar in the Behavioral Sciences I (3 Credits)

Study of major theoretical and methodological issues in organizational behavior with emphasis on developing conceptual models and implementing research designs.

MGMT 822 - Doctoral Seminar in the Behavioral Sciences II (3 Credits)

Exploration of current specialized topics in organizational behavior with emphasis on synthesizing research, developing conceptual models, and implementing research designs.

MGMT 823 - Current Topics in the Organization Sciences (3 Credits)

An advanced seminar focusing upon reading, synthesis, and critical evaluation of current research in business and management.

Prerequisites: MGMT 821 or MGMT 822.

MGMT 824 - Doctoral Seminar in Human Resource Management I (3 Credits)

Theories and research in human resource management.

MGMT 825 - Doctoral Seminar in Human Resource Management II (3 Credits)

Advanced theories and research in human resource management.

MGMT 828 - Seminar in Entrepreneurship (3 Credits)

Theories and research in entrepreneurship, emphasizing strategic management framework in integrating diverse treatments of the entrepreneur, new ventures, and corporate innovation.

Prerequisites: MGMT 878.

MGMT 871 - Organization Theory (3 Credits)

An evaluation of theories of organization, with particular emphasis on business applications. Approaches to a conceptual framework include decision theory, sociological and behavioral theories. Various models are evaluated in an attempt to build a framework for analysis of organizations.

MGMT 872 - Seminar in Management Research Methodology (3 Credits)

Research methods and techniques for translation of management theory and practical problems into testable propositions.

Prerequisites: MGSC 882.

MGMT 878 - Seminar in Strategy Formulation (3 Credits)

Investigates the theoretical and empirical evidence regarding strategies aimed at creating and sustaining competitive superiority in business firms and the strategy formation process.

MGMT 879 - Seminar in Strategy Implementation (3 Credits)

Continuation of MGMT 878, with emphasis on strategy implementation.

Prerequisites: MGMT 878.

MGMT 882 - Advanced Statistics for Business I (3 Credits)

The development and application of advanced statistical methods to problems in business and economics. Topics include application of estimation and hypothesis testing in both univariate and multivariate cases.

Cross-listed course: MGSC 882

MGMT 892 - Advanced Statistics for Business II (3 Credits)

The structure and analysis of experimental and research designs with applications to business problems.

Prerequisites: MGMT 882 or equivalent.