

# MANAGEMENT (MGMT)

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## **MGMT 250 - Professional Communication (3 Credits)**

Theory and practice of oral and written communication skills required in the contemporary business environment.

**Prerequisites:** ENGL 101, ENGL 102.

**Graduation with Leadership Distinction:** GLD: Professional and Civic Engagement Leadership Experiences

## **MGMT 371 - Principles of Management (3 Credits)**

A comprehensive survey of the basic principles of management applicable to all forms of business. The course provides the student with a basis for thinking about complex business situations in the framework of analysis of the management process.

**Graduation with Leadership Distinction:** GLD: Professional and Civic Engagement Leadership Experiences

## **MGMT 374 - Strategic Human Resource Management (3 Credits)**

A survey of the major approaches used in managing human resources. Covers selection, compensation, legal compliance, discipline, organizational restructuring, TQM, motivation, labor relations, and performance management.

**Prerequisites:** MGMT 371.

**Graduation with Leadership Distinction:** GLD: Professional and Civic Engagement Leadership Experiences

## **MGMT 376 - Employee Engagement (3 Credits)**

Introduction to human behavior in organizations. Emphasis on factors that contribute to the effectiveness of individuals and groups in organizations.

**Prerequisites:** MGMT 371.

**Graduation with Leadership Distinction:** GLD: Professional and Civic Engagement Leadership Experiences

## **MGMT 401 - Negotiation and Conflict in the Workplace (3 Credits)**

This course is designed to improve students' knowledge and skills in the areas of workplace conflict resolution and negotiations.

**Prerequisites:** MGMT 371.

**Graduation with Leadership Distinction:** GLD: Professional and Civic Engagement Leadership Experiences

## **MGMT 402 - Managing Teams in the Workplace (3 Credits)**

Team dynamics in organizational settings; basic concepts of interpersonal behavior, how to facilitate effective teamwork and create, motivate, and participate in effective teams based on concepts in team design and team process.

**Prerequisites:** MGMT 371.

**Graduation with Leadership Distinction:** GLD: Professional and Civic Engagement Leadership Experiences

## **MGMT 403 - Leadership in Organizations (3 Credits)**

Reviews research and practice in organizational leadership; provides students with self-assessment, developmental exercises, and case studies to prepare students for leadership roles.

**Prerequisites:** MGMT 371.

**Graduation with Leadership Distinction:** GLD: Professional and Civic Engagement Leadership Experiences

## **MGMT 404 - Compensation and Retention (3 Credits)**

An examination of how organizations use pay and other types of rewards (both intrinsic and extrinsic) to affect employee motivation and behavior.

**Prerequisites:** MGMT 374.

## **MGMT 405 - Talent Management (3 Credits)**

An examination of how organizations can improve workforce quality by making effective use of recruiting and selection processes. Attention is also given to the training and development of new hires and to legal issues that surround the staffing process.

**Prerequisites:** MGMT 374.

## **MGMT 406 - International Human Resource Management (3 Credits)**

This course examines how human resources are managed within a global context. It examines how human resources are managed within global firms as well as across different cultural settings.

**Prerequisites:** MGMT 374.

**Cross-listed course:** IBUS 406

**Graduation with Leadership Distinction:** GLD: Global Learning

## **MGMT 407 - Corporate Social Responsibility and Stakeholder Management (3 Credits)**

This course examines the role of corporate social responsibility in managing organizations. Attention is given to the role of stakeholder management and ethics in organizational decision-making.

**Prerequisites:** MGMT 371.

## **MGMT 408 - Diversity and Inclusion (3 Credits)**

An introduction to diversity and inclusion in the workplace. Topics include the nature of workforce diversity and inclusion, practices that enhance diversity, inclusion, and effectiveness, and approaches for building inclusion.

**Prerequisites:** MGMT 371.

## **MGMT 425 - Analytics for the Human Resources Professional (3 Credits)**

Metrics and measurements of HR concepts; processes through which knowledge is gained; tools and techniques for gathering and analyzing data; and critical thinking centered on whether findings are likely to be reproducible and trustworthy.

**Prerequisites:** C or better in both MGMT 371 and MGSC 291.

## **MGMT 431 - Intercultural Competencies for Working in International Teams (3 Credits)**

How to recruit, lead, and collaborate more effectively in international teams by examining differences related to culture, work-values, economic climate, and career progression.

**Prerequisites:** IBUS 310.

**Cross-listed course:** IBUS 431

## **MGMT 472 - Entrepreneurship and Small Business (3 Credits)**

This course is an introduction to the ownership and management of small firms, emphasizing their role in the U.S. economy, their particular demands on owners, and the effects of newness and smallness on their managers' decisions.

**Prerequisites:** MGMT 371.

**MGMT 473 - Developing and Launching New Ventures (3 Credits)**

Analysis of proposed business opportunities; planning and establishing a business organization to exploit an opportunity; management of small business.

**Prerequisites:** MGMT 472.

**Experiential Learning:** Experiential Learning Opportunity

**MGMT 474 - Executing Strategy in New Ventures (3 Credits)**

Influencing the performance of new ventures through the strategies, metrics, and resources needed for their development, monitoring, and funding.

**Prerequisites:** MGMT 472 and MGMT 473.

**Experiential Learning:** Experiential Learning Opportunity

**MGMT 476 - Collective Bargaining (3 Credits)**

Practice and structure of collective bargaining, and administration of collective agreements, law of union-management relations, labor history, and bargaining theory and practice.

**Prerequisites:** MGMT 371 and junior standing.

**MGMT 478 - Strategic Management (3 Credits)**

A study of the formulation and application of functionally integrated business policy by top management. Emphasis is on decision making in the face of changing conditions.

**Prerequisites:** MKTG 350, FINA 363, MGMT 371.

**MGMT 479 - Advanced Issues in Entrepreneurship (3 Credits)**

Intensive examination of situations currently faced by entrepreneurs and their firms and of practicable recommendations for action. Customarily involves consulting projects for local firms.

**Prerequisites:** MGMT 472 and MGMT 473.

**MGMT 490 - Special Topics in Management (1-3 Credits)**

Current topics, issues and practices in various areas of Management. Course may be repeated up to three (3) times as content varies by title.

**Graduation with Leadership Distinction:** GLD: Diversity and Social Advocacy

**MGMT 499 - Business Internship in Management (3-6 Credits)**

Supervised work experience as approved by department. Generally three hours of academic credit, but upon special request of supervising professor and approval of appropriate area director, an internship may carry a maximum of six hours credit, however, only three hours may apply towards major credit. Pass-Fail only. Internship contract required.

**Prerequisites:** Completion of DMSB core curriculum except MGMT 478, plus at least one additional course in the student's major field of study. Cumulative GPA of 2.75 or consent of instructor.

**Experiential Learning:** Experiential Learning Opportunity

**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.