

MANAGEMENT (MGMT)

MGMT 364, PROJECT MANAGEMENT, 4 Credits

Covers the tools available to project managers, the human and organizational dimensions in different project environments, some computer applications, cases, and a project.

Prerequisite: BA 351 with C or better or BA 352 with C or better or BA 352H with C or better

Equivalent to: BA 364

Available via Ecampus

MGMT 446, CROSS-CULTURAL MANAGEMENT, 4 Credits

Provides a comprehensive understanding of cross-cultural management issues including leading culturally diverse workforces and managing diversity in the workplace. Students will not only learn theoretical foundations and best practices to address regarding global work practices, but also learn how to transfer and apply the course materials in this course to their

Prerequisite: BA 352 with C or better or BA 352H with C or better

Available via Ecampus

MGMT 448, EMPLOYEE RECRUITMENT AND SELECTION, 4 Credits

Provides an in-depth coverage of best practices pertaining to the process of attracting, selecting, and hiring new employees in modern organizations. Topics that will be emphasized include recruitment tactics, legal issues related to staffing, the criteria organizations use to make hiring decisions, and the strengths and weaknesses of various techniques used to evaluate prospective applicants throughout the selection process. The implications of what we discuss for the organization, the hiring manager, and the job-seeker are considered.

Prerequisite: BA 352 with C or better or BA 352H with C or better

Available via Ecampus

MGMT 449, COMPENSATION MANAGEMENT, 4 Credits

Students will understand and design methods of compensation aimed at motivating and rewarding employee contributions to the organization. Employee contributions may include behavior, skills and goods/services that employees produce as individuals, teams, business units, projects or organizations. Topics include pay strategies and structures, performance measurement and evaluation, and various non-salary incentives.

Prerequisite: BA 352 with C or better or BA 352H with C or better

MGMT 452, LEADERSHIP, 4 Credits

In-depth study of leadership research, theory and skills. Emphasis on analysis of organizational leadership situations and application of leadership skills in the workplace.

Prerequisite: BA 351 with C or better or BA 352 with C or better or BA 352H with C or better

Equivalent to: BA 452

Available via Ecampus

MGMT 453, HUMAN RESOURCES MANAGEMENT, 4 Credits

Personnel administration for line supervisors and managers. Integrates systems approach to understanding government regulation of employment, resolution of workplace personnel problems, and performance-based personnel management.

Prerequisite: BA 351 with C or better or BA 352 with C or better or BA 352H with C or better

Available via Ecampus

MGMT 455, INFLUENCE AND NEGOTIATION, 4 Credits

Focuses on analysis, skill development and application of management research to real-life organizational influence, persuasion, negotiation and conflict management situations.

Prerequisite: BA 352 with C or better or BA 352H with C or better

Equivalent to: BA 455

Available via Ecampus

MGMT 457, SUPPLY CHAIN STRATEGY, 4 Credits

Covers tools and concepts needed to manage the supply chain effectively. Topics include negotiation, purchasing, logistics operations, and applying e-business tools. Emphasis on creating integrated supply chains.

Prerequisite: BA 357 with C- or better or BA 357H with C- or better

Equivalent to: BA 457

MGMT 477, INTEGRATED HUMAN RESOURCE ANALYTICS PROJECT, 4 Credits

Students will integrate what they have learned to solve industry-sponsored problems. The goal of the class is to provide students with opportunities to design, implement, and evaluate analytic solutions for a real-world enterprise. Student teams will examine the data requirements, technical requirements, and organizational requirements necessary for the success of analytical solutions. The specific goal of the class is to provide students real-world case studies that examine the role of analytics in an organization. Special emphasis will be given to the implementation and leadership of the analytical function in an enterprise.

Prerequisite: BA 474 with C- or better and BA 475 [C-]

MGMT 499, SELECTED TOPICS IN MANAGEMENT, 1-4 Credits

Examination of the impact of recent advances in management on contemporary business. Topic will vary from term to term.

This course is repeatable for 16 credits.

MGMT 546, CROSS-CULTURAL MANAGEMENT, 3 Credits

Develop comprehensive skills to navigate and manage cross-cultural management issues, leveraging best practices for a globalized era. Based on recent evidence-based research, (1) identify the role of culture and its influence on employee behavior at intercultural work settings; (2) develop a perspective to explore the challenges modern organizations face when leading and managing globalizing employees and (3) develop a capacity to effectively manage diverse workforces in cross-cultural settings by enhanced cultural awareness of, and adaptability for different cultures and business norms.

Prerequisite: BA 550 with B- or better

MGMT 548, EMPLOYEE RECRUITMENT AND SELECTION, 4 Credits

Provides an in-depth coverage of best practices pertaining to the process of attracting, selecting, and hiring new employees in modern organizations. Topics that will be emphasized include recruitment tactics, legal issues related to staffing, the criteria organizations use to make hiring decisions, and the strengths and weaknesses of various techniques used to evaluate prospective applicants throughout the selection process. The implications of what we discuss for the organization, the hiring manager, and the job-seeker are considered.

Available via Ecampus

MGMT 549, COMPENSATION MANAGEMENT, 4 Credits

Students will understand and design methods of compensation aimed at motivating and rewarding employee contributions to the organization. Employee contributions may include behavior, skills and goods/services that employees produce as individuals, teams, business units, projects or organizations. Topics include pay strategies and structures, performance measurement and evaluation, and various non-salary incentives.

MGMT 552, ORGANIZATIONAL BEHAVIOR, 3 Credits

Provides evidence-based study of human behavior within organizations with the goal of applying theories of human behavior to effective organizational administration. Topics include understanding individual differences, employee motivation, job design, the evaluation and motivation of employees, group dynamics and team management, effective communications, conflict management, employee stress, and work-life balance.

MGMT 553, HUMAN RESOURCES MANAGEMENT, 4 Credits

Personnel administration for line supervisors and managers. Integrates systems approach to understanding government regulation of employment, resolution of workplace personnel problems, and performance-based personnel management.

Equivalent to: BA 553

Recommended: (BA 351 or BA 352 or BA 352H) with a minimum grade of C

Available via Ecampus

MGMT 555, INFLUENCE AND NEGOTIATION, 4 Credits

Focuses on analysis, skill development and application of management research to real life organizational influence, persuasion, negotiation and conflict management situations.

Prerequisite: BA 516 with C or better

Equivalent to: MGMT 574

Available via Ecampus

MGMT 559, MANAGING ETHICS AND CORPORATE SOCIAL RESPONSIBILITY, 3 Credits

Introduces students to contemporary issues managers face making ethical and socially-responsible decisions in an increasingly competitive, transparent, and global environment. Practical examples and cases, as well as contemporary behavioral ethics research and theory are incorporated throughout the course.

Available via Ecampus

MGMT 572, STRATEGIC HUMAN RESOURCE MANAGEMENT, 3 Credits

Students will learn the theories of human resource management, the legal requirements for human resource practices, and how to create an HR measurement system that aligns with an organization's strategy.

Prerequisite: BA 550 with C- or better

Recommended: BA 516 or equivalent with a minimum grade of C-

Available via Ecampus

MGMT 574, NEGOTIATIONS, 3 Credits

Students will learn the theories of negotiation and the techniques to develop an effective negotiation style.

Equivalent to: MGMT 555

Recommended: BA 516 with a minimum grade of C-

MGMT 575, INTEGRATIVE CAPSTONE I, 3 Credits

First course in a two-course sequence spanning the final two quarters of the OLMBA program. Students will conduct an extensive analysis of the student's organization, the industry and external environment, the organization's competitors, internal organization, and business level strategy.

Prerequisite: BA 562 with B or better

Available via Ecampus

MGMT 576, INTEGRATIVE CAPSTONE II, 3 Credits

Second course in a two-course sequence spanning the final two quarters of the OLMBA program. Students start from the final proposal in MGMT 575 and formulate an integrative project plan through the application of multidisciplinary knowledge.

Prerequisite: MGMT 575 with B or better

Available via Ecampus

MGMT 650, ORGANIZATIONAL BEHAVIOR, 3 Credits

Surveys research on individual differences, psychological states, and team processes related to work motivation, decision-making and performance.