

# MANAGEMENT (MGMT)

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## **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.

**Prerequisites:** BA 351 with C or better or BA 352 with C or better or BA 352H with C or better

**Equivalent to:** BA 364

## **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 .

**Prerequisites:** BA 352 with C or better or BA 352H with C or better

## **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.

**Prerequisites:** BA 352 with C or better or BA 352H with C or better

## **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.

**Prerequisites:** BA 352 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.

**Prerequisites:** BA 351 with C or better or BA 352 with C or better or BA 352H with C or better

**Equivalent to:** BA 452

## **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.

**Prerequisites:** BA 351 with C or better or BA 352 with C or better or BA 352H with C or better

**Equivalent to:** BA 453

## **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.

**Prerequisites:** BA 352 with C or better or BA 352H with C or better

**Equivalent to:** BA 455

## **MGMT 456. MANAGEMENT FIELD PRACTICUM. (4 Credits)**

An innovative application of key management principles and tools to real-life projects is provided. Students will be responsible for developing, designing, executing, and evaluating projects.

**Prerequisites:** MGMT 364 with C- or better or BA 364 with C- or better

**Equivalent to:** BA 456

## **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.

**Prerequisites:** BA 357 with C- or better or BA 357H with C- or better

**Equivalent to:** BA 457

## **MGMT 459. MANAGING ETHICS AND CORPORATE SOCIAL RESPONSIBILITY. (4 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.

**Prerequisites:** (BA 352 with C- or better or BA 352H with C- or better)

**Equivalent to:** BA 354, BA 354H

## **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.

**Prerequisites:** 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 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.

## **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 350 or BA 352 or BA 352H) with a minimum grade of C

**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.

**Prerequisites:** BA 516 with C or better

**Equivalent to:** MGMT 574

**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.

**MGMT 571. ETHICAL LEADERSHIP. (3 Credits)**

Students will learn the theoretical paradigms of ethical conduct and decision making and consider the role of business in society.

**Prerequisites:** BA 550 with C or better

**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.

**Prerequisites:** BA 550 with C- or better

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

**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.

**Prerequisites:** BA 562 with B or better

**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.

**Prerequisites:** MGMT 575 with B or better

**MGMT 650. ORGANIZATIONAL BEHAVIOR. (3 Credits)**

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