

MANAGEMENT (MGT)

MGT 300 Management of Organizations 3

An introduction to how managers coordinate human and material resources to achieve organizational goals. Effective management practices that can be applied to business organizations.

Prerequisites: Sophomore standing and a 2.0 GPA.

MGT 301 Introduction to International Business 3

Introduction to the environmental factors which increasingly cause businesses to become international in the scope of their activities. Nature of global business and multinational organizations analyzed.

Prerequisites: Junior standing. and restricted to students who are Pre admitted to or admitted to majors in the Business School (PACC, ACCT, PBAD, BADM, CARS, ECON, PECO, ECOS, PENT, ENTR, PFIN, FINC, PHTM, HTMT, PINT, INTB, PISC, ISSC, PMKT, or MKTG).

MGT 302 International Business: Operations and Environments in Foreign Jurisdictions 3

Study of international business environments from the managerial aspect, and of practices and principles of conducting international business from the perspective of a specific foreign country.

Prerequisites: Admission to an approved program.

MGT 303 Experience Business Abroad 3

Practices and principles for conducting business in foreign countries. Experiential learning in international management and entrepreneurship. Course is an approved substitute for study-abroad requirements for International Business Studies majors.

Prerequisites: Admission to an approved program. 3.0 GPA.

MGT 304 Current Issues in International Business 3

Selected topics in international business presented by visiting faculty. Topics are related to the expertise of the instructor.

Prerequisites: Major in ACCT, BADM, CARS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 312 Organizational Behavior 3

Businesses as a generic class of organization. Relation of individual worker and manager to organization and its impact upon them. Formal and informal groups. Management from behavioral point of view. Stability and change within business organizations.

Prerequisites: Sophomore standing and Pre/Major in ACCT, BADM, CARS, ECON, ECOS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 313 Human Resource Management 3

An analysis of how human resources contribute to organizational performance, and the management of those human resources including recruitment, selection, compensation, training and development, performance, appraisal, and union/management relations.

Prerequisites: Sophomore Standing. Pre-major or major in ACCT, BADM, CARS, ECON, ECOS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 314 Industrial and Organizational Psychology 3

Introduction to industrial and organizational psychology with special emphasis on employee motivation, selection, training, and organizational determinants of employee behavior.

Prerequisites: Major in ACCT, BADM, CARS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

Notes: Same as PSY 314.

MGT 315 Recruitment and Selection in Organizations 3

Staffing models and methods, including, planning, job analysis, recruitment, measurement, selection and retention management, to obtain diverse organizational workforce.

Prerequisites: MGT 313. Sophomore Standing; Pre-major or major in ACCT, BADM, CARS, ECON, ECOS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 317 Training and Development in Organizations 3

Principles of training and development. Training needs, assessment, training solutions to organization problems, skill training, different training options, and ways of integrating new behavior and attitudes into the organizational system.

Prerequisites: MGT 313. Pre-major or major in ACCT, BADM, CARS, ECON, ECOS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 318 Organizational Change and Development 3

Introduction to the professional practice of OCD. Topics include overcoming resistance to change, the consultant/client relationship, diagnosis of organizational problems, and interventions

Prerequisites: Junior standing. major in ACCT, BADM, CARS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 319 Compensation and Benefits Management 3

Principles of compensation and job evaluation. Multidisciplinary theories underlying pay systems design and implementation. Market surveys and their effects on pay systems.

Prerequisites: MGT 313. Sophomore Standing; Pre-major or major in ACCT, BADM, CARS, ECON, ECOS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 330 The Legal Environment of Business 3

Survey of the legal, political, and ethical environment in which business decisions are made. Antitrust, employment, and consumer laws included. Federal, state, and international laws covered.

Prerequisites: Sophomore standing and Pre/Major in ACCT, BADM, CARS, ECON, ECOS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG. or permission of instructor.

MGT 354 Diversity and Inclusion in Organizations 3

Explores diversity in the workplace. Diversity is defined, examined, and discussed as opportunities for companies to discover and appreciate differences while developing more effective organizations.

Prerequisites: MGT 312. Junior Standing; Pre-major or major in ACCT, BADM, CARS, ECON, ECOS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 375 Management Process Skills 3

Practical application of management theory. Processes for performing the basic management functions of decision making, planning, organizing, leading, and controlling. Application of the processes to management cases.

Prerequisites: Admission to approved program.

MGT 400 Cybersecurity Management 3

Examines cyber-threats facing organizations and individuals and analyzes mechanisms to strengthen cybersecurity. Introduces tools, policies, concepts, safeguards, guidelines, risk management, actions, training, best practices, assurance and technologies to enhance cybersecurity.

MGT 403 Decision Making in Organizations 3

Examination of decision making from psychological, rational, and statistical approaches. Topics include common biases, rationality and bounded rationality, escalation of commitment, group, ethics, negotiations, and emotions in decision making, improving decision making.

Prerequisites: MGT 312. Junior standing.

MGT 414 Human Resource Information Systems 3

Application of ERP systems to managing human resource information. Topics include SAP, job analysis/evaluation; human resource planning, recruiting, screening, selection, training; employee development, performance appraisal, compensation, benefits.

Prerequisites: MGT 313 or ISM 301. major in ACCT, BADM, CARS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 475 Employment and Human Resource Law 3

National Labor Relations Act, Fair Labor Standards Act (including equal employment), and other statutes and court decisions relating to employment relations and their effect on managerial practices.

Prerequisites: Junior standing. MGT 330; Admission to approved program.

MGT 491 Business Policy and Strategy 3

Capstone case course in top management policy and strategy determination. Students learn to integrate various business functions and to develop skills and judgment in solving problems of the organization as a total system in relation to its environment.

Prerequisites: FIN 315. ISM 280; MGT 301, MGT 312; MKT 309, MKT 320; senior standing; major in ACCT, BADM, ECOS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG.

MGT 493 Honors Work 3-6

Honors Work.

Prerequisites: Permission of instructor. 3.30 GPA in the major, 12 s.h. in the major;

Notes: May be repeated for credit if the topic of study changes.

MGT 499 Problems in Management 3

Independent study, research, and class discussion covering a topic or group of related topics of current interest in theory or policy of the business enterprise. Topics vary from semester to semester.

Prerequisites: Senior majors. permission of instructor;

Notes: May be repeated for credit with approval of department head.