

# MGT - MANAGEMENT

## **MGT 2530 Management of Organizational Behavior Cr. 3**

Applied issues in management examined through a focus on the organization and its external environment, group functions and processes, and employee attitudes and behaviors. Offered Every Term.

**Prerequisites:** ((PSY 1010 with a minimum grade of D-) OR [PSY 1020 with a minimum grade of D-])

## **MGT 4500 Business Co-op Assignment Cr. 0**

Opportunity to put theory into practice on the job. Students will normally be assigned to cooperating business organizations for internship periods of one semester. No credit toward degree. Offered Every Term.

**Equivalent:** ACC 4500, FIN 4500, MKT 4500

## **MGT 4990 Directed Study in Management Cr. 1-3**

Advanced readings and research or tutorial under the supervision of a faculty member in areas of special interest to student and faculty member. Offered Every Term.

**Prerequisites:** ((MGT 5510 with a minimum grade of D-) AND ((MGT 5530 with a minimum grade of D-))

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

**Repeatable for 6 Credits**

## **MGT 5100 Introduction to Sport & Entertainment Management Cr. 3**

Provides an overview of the sport & entertainment industry, and examines issues encountered by sport and entertainment managers with special emphasis on the use of business principles to identify, attract and retain consumers. Offered Every Term.

**Equivalent:** SEM 5100

## **MGT 5510 Managing Organizational Structure and Processes Cr. 3**

Analysis of strategic pressures on the organization. Application of advanced concepts of structured organizational change to contemporary organizational design problems. Offered for undergraduate credit only. Offered Fall, Winter.

**Prerequisites:** ((MGT 4510 with a minimum grade of D-) OR [MGT 2530 with a minimum grade of D-] OR [MGT 4530 with a minimum grade of D-])

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

## **MGT 5530 Advanced Organizational Behavior Cr. 3**

Analysis and application of advanced organizational behavior concepts relevant to managing in a complex and changing environment. Topics include: leading and managing organizational change; solving workplace problems creatively; communicating effectively in a diverse work environment; building and empowering effective teams. Offered for undergraduate credit only. Offered Fall, Winter.

**Prerequisites:** ((MGT 4510 with a minimum grade of D-) OR [MGT 2530 with a minimum grade of D-] OR [MGT 4530 with a minimum grade of D-])

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

## **MGT 5650 The Entrepreneur and Venture Creation Cr. 3**

Nature of entrepreneurship and the role of the entrepreneur in society. Focus on the critical factors and special problems associated with the process of creating new business ventures. Emphasis on development of a business plan. Offered for undergraduate credit only. Offered Yearly.

**Prerequisites:** ((ACC 3010 with a minimum grade of D-) AND ((FIN 3290 with a minimum grade of D-) OR [FIN 4290 with a minimum grade of D-]) AND ((MGT 4510 with a minimum grade of D-) OR [MGT 2530 with a minimum grade of D-] OR [MGT 4530 with a minimum grade of D-]) AND ((MKT 2300 with a minimum grade of D-) OR [MKT 4300 with a minimum grade of D-])

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

## **MGT 5700 Human Resource Management Cr. 3**

Theory, policies, procedures and practices in employment relationships. Topics: strategic HRM, legal environment of HRM, equal employment opportunity, job analysis and design, employment planning, recruitment, selection, training and development, performance appraisal, compensation and benefits, labor relations, health and safety.

Managerial and policy implications; linkages between HRM practices and organizational effectiveness. Offered for undergraduate credit only. Offered Every Term.

**Prerequisites:** ((MGT 2530 with a minimum grade of D-) OR [MGT 4530 with a minimum grade of D-])

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

## **MGT 5740 Collective Bargaining Cr. 3**

Development of union-management relationships, including legal environment of labor relations; philosophy and practice of collective bargaining, major challenges facing unions and employers today. A bargaining simulation is normally utilized. Offered for undergraduate credit only. Offered Yearly.

**Prerequisites:** ((MGT 2530 with a minimum grade of D-) OR [MGT 4530 with a minimum grade of D-])

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

## **MGT 5770 Advanced Human Resource Management Cr. 3**

In-depth study of contemporary human resource practices. Specific personnel techniques discussed and analyzed through applications. Offered for undergraduate credit only. Offered Fall, Winter.

**Prerequisites:** ((MGT 5700 with a minimum grade of D-))

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

## **MGT 5790 Internship in Management Cr. 3**

Student performs assigned tasks and responsibilities in a professional manner under supervision of host-employer for minimum 160 hours during the semester, abiding by rules and regulations established by the employer and expected of all employees; student must satisfactorily complete all course requirements outlined in the internship program for the School of Business Administration. Offered for undergraduate credit only. Offered Every Term.

**Prerequisites:** (9 credits from BA 1000-6999, ACC 1000-6999, GSC 1000-6999, FIN 1000-6999, MGT 1000-6999, MKT 1000-6999, ISM 1000-6999, BLW 2510-5190) AND ((MGT 2530 with a minimum grade of C))

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

**MGT 5900 Project Management Cr. 3**

Understanding and appreciation of the different knowledge areas of project management. Insight into developing the inputs, tools, techniques, and outputs to successfully manage products. Offered for undergraduate credit only. Offered Yearly.

**Prerequisites:** ((ISM 3630 with a minimum grade of C) AND ((MGT 2530 with a minimum grade of C))

**Restriction(s):** Enrollment limited to students in the School of Business.

**Equivalent:** ISM 5900

**MGT 6840 Project Management Cr. 1-4**

Presentation of project management strategies, tools and techniques. Development of management skills for team-building and corporate strategic planning. Offered for undergraduate credit only. Offered Winter, Spring/Summer.

**Prerequisite:** IE 6850, with a minimum grade of D- ; BA 6020, with a minimum grade of D-

**Equivalent:** IE 6840

**MGT 6890 Strategic Management and Business Policy Cr. 3**

Managing the firm as an integrated unit under conditions of uncertainty. Integration of concepts and skills covered in previous specialized courses. Offered for undergraduate credit only. Offered Every Term.

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

**MGT 6995 Topics in Management Cr. 3**

Integration and application of management theory to applied projects in a variety of areas (i.e., human resource management, manufacturing, and information systems) with a focus on leadership. Offered for undergraduate credit only. Offered Every Term.

**Prerequisites:** (6 credits from MGT 5000-9999) AND ((MGT 5530 with a minimum grade of C-) AND ((MGT 5700 with a minimum grade of C-))

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

**MGT 7620 Complex Organizations Cr. 3**

The formal structure and processes in complex organizations: departmentalization, decentralization, authority and power, relationships between groups, organizational design and evaluation. Factors affecting organizational design, adaptation to environments, and designing effective decision-making systems. Offered Every Term.

**Prerequisites:** ((BA 7040 with a minimum grade of C) OR [MGT 7640 with a minimum grade of C])

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7630 Organizational Change and Development Cr. 3**

Analysis of the impact of dynamic forces, particularly globalization, on the theory, methods, and skills involved in designing and implementing planned changes in organizations. Offered Irregularly.

**Prerequisites:** ((BA 7040 with a minimum grade of C) OR [MGT 7640 with a minimum grade of C])

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7640 Management of Human Resources Cr. 3**

Theory, policy, research and process issues in employment relationships. The specific personnel practices of planning, selecting, employee development and appraisal, compensation and labor relations examined as they relate to conceptual and pragmatic views of management or employee behavior. Offered Every Term.

**Prerequisites:** ((BA 7040 with a minimum grade of C))

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7650 Strategic Human Resource Management Cr. 3**

Survey of human resource management from a strategic perspective. Formulation and implementation of human resource strategy addressed for recruitment, placement, training, development, issues in an international community. Offered Yearly.

**Prerequisite:** MGT 7640, with a minimum grade of C

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7660 Entrepreneurial Management Cr. 3**

Nature of entrepreneurship and role of entrepreneur. Focus on problematic issues involved in creating and managing a small business. Emphasis on special knowledge and skills required of an entrepreneurial manager. Individual students may act as consultants to entrepreneurs or small business owner/managers. Offered Yearly.

**Prerequisite:** BA 7040, with a minimum grade of C

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7700 Leadership and Management of Innovation and Technology Cr. 3**

Technology and innovation in corporations. Building on principles of leadership and management, consideration of technology, innovation, organizational effectiveness and global competition. Offered Yearly.

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7750 Labor Relations and Collective Bargaining Cr. 3**

Forces affecting the character and quality of industrial relations and collective bargaining in the United States; their influence on contract negotiations and grievances. Major challenges facing unions and employers today. A collective bargaining situation is generally used, in which participants plan for negotiations and bargain contract issues. Offered Yearly.

**Prerequisites:** ((BA 7040 with a minimum grade of C) OR [MGT 7640 with a minimum grade of C])

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7770 Union Contract Administration Cr. 3**

Daily union-management relations. Grievance handling and arbitration. The causes of labor-management conflicts under a union contract. Offered Yearly.

**Prerequisite:** MGT 7750, with a minimum grade of C

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7780 Concepts and Processes of Dispute Resolution I: Negotiating Theory and Practice Cr. 3**

Theoretical foundations of processes of negotiation, mediation, and multi-party collaborative problem solving. Skill building simulation to integrate theory and practice. Offered Yearly.

**Restriction(s):** Enrollment is limited to Graduate level students.

**Equivalent:** DR 7210

**MGT 7790 Compensation Administration Cr. 3**

Process policy and theoretical issues in pay and benefits administration; determination of structural level of individual pay, non-traditional reward systems, and government regulation of benefits. Offered Yearly.

**Prerequisite:** MGT 7640, with a minimum grade of C

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7815 Strategic Leadership Cr. 3**

Academic and practitioner views of strategic leadership to understand the dynamics of leadership influence in complex organizations. Offered Fall, Winter.

**Prerequisite:** BA 7040, with a minimum grade of C

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7816 Leading in Organizations Cr. 3**

Leadership competency development. Participant assessment precedes developmental planning and the formation of feedback and support networks. Offered Yearly.

**Prerequisite:** BA 7040, with a minimum grade of C

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7850 Management through Constructive Persuasion Cr. 3**

Introduction to methods of persuasion. Students learn how persuasion strategies can be applied in listening, speaking and written formats for business management situations. Offered Yearly.

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7895 Internship in Management Cr. 3**

Students work a minimum of 160 hours for fifteen weeks in an entry-level management position in management. Offered Every Term.

**Restriction(s):** Enrollment is limited to Graduate level students.

**MGT 7900 Project Management Cr. 3**

Management of resources (budget, personnel, materials, etc.) within the scope of a given project; understanding and appreciation for the different knowledge areas of project management; insight into identification of inputs, tools, and techniques of project management. Offered Yearly.

**Restriction(s):** Enrollment is limited to Graduate level students.

**Equivalent:** ISM 7900

**MGT 7950 Business and Sustainability Cr. 3**

How organizations can be good to the environment while being profitable. Sustainability concerns such as climate change, rising energy prices, natural resource depletions, and air pollution.

Evaluation of aspects of business operations including marketing and communications, stakeholder engagement, product development, operations, supply chain management, and reporting concerns. Offered Yearly.

**Prerequisites:** ([BA 7040 with a minimum grade of C] OR [BA 7050 with a minimum grade of C])

**Restriction(s):** Enrollment is limited to Graduate level students.

**Equivalent:** MKT 7950

**MGT 7995 Directed Study in Management Cr. 1-3**

Advanced independent readings and research under supervision of a graduate faculty member in areas of special interest to student and faculty member. Offered Every Term.

**Restriction(s):** Enrollment is limited to Graduate level students.

**Repeatable for 3 Credits**

**MGT 8000 Seminar in Management Cr. 3**

Selected topics in the management and organizational sciences. Offered Irregularly.

**Prerequisite:** BA 7040, with a minimum grade of C

**Restriction(s):** Enrollment is limited to Graduate level students.