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 4991 Study Abroad Cr. 3
Study abroad programs in various countries. Programs run 10-15 days in length. Recent country programs have been in China, Poland, and Italy. Travel within a given country with visits to various companies and cultural attractions. Traveling costs are over and above tuition and vary by country. Various reading and assignments required. Offered Winter, Spring/Summer.
Equivalent: GSC 4991, MKT 4991
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.
Restriction(s): Enrollment is limited to Undergraduate level students.
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 2530 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 2530 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 5570 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. No credit after EI 5000. Offered Yearly.
Prerequisites: ACC 3010 with a minimum grade of C, FIN 3290 with a minimum grade of D-, MGT 2530 with a minimum grade of D-, and MKT 2300 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-
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

MGT 5730 HR Analytics Cr. 3
Students will gain an understanding of the types of people-related decisions that can be addressed using HR analytics in an organizational setting. They will develop critical thinking skills to draw meaningful conclusions across a range of HR contexts, and they will also utilize software to apply basic statistics concepts and principles to HR-related data. Offered Yearly.
Prerequisite: 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 5740 Employee Relations Cr. 3
Development and maintenance of employee-management relations, including employee and management rights and responsibilities, administration and creation of employment contracts and handbooks, and management of employee attitudes and behaviors. Students typically complete a collective bargaining simulation. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: 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 5770 Staffing and Selection Cr. 3
This is an advanced course that covers the Human Resource Management (HRM) functions of staffing (HR planning and recruitment) and selection. These functions are responsible for bringing talent—the central source of competitive advantage—into organizations. It is assumed that students have a basic familiarity with the major concepts, functions, and activities of HRM. Recent developments in recruitment and selection will be emphasized, with a particular focus on innovative methods that alignment with organizational strategy and mission, metrics for assessing the effectiveness of such methods, and the legal implications and challenges posed by these methods. 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: MGT 2530 with a minimum grade of C and 9 credits from
(BA 1000-6999 (must be taken at WSU), ACC 1000-6999 (must be taken at
WSU), GSC 1000-6999 (must be taken at WSU), FIN 1000-6999 (must be
taken at WSU), MGT 1000-6999 (must be taken at WSU), MKT 1000-6999
(must be taken at WSU), ISM 1000-6999 (must be taken at WSU), or
BLW 2510-5190 (must be taken at WSU))
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 is limited to Undergraduate level students;
enrollment limited to students in the School of Business.
Equivalent: ISM 5900

MGT 5990 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 6950 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: MGT 5530 with a minimum grade of C, MGT 5700 with
a minimum grade of C, and 6 credits from MGT 5000-9999
Restriction(s): Enrollment is limited to Undergraduate level students;
enrollment limited to students in the School of Business.

MGT 6960 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 7620 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 Intermittently.
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
Theoretical foundations of processes of negotiation and multi-party
problem solving. Skill building simulation to integrate theory and
practice. Offered Every Year.
Prerequisite: MGT 7640 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 entrepreneur
manager. Individual students may act as consultants to entrepreneurs or
small business owner/managers. Offered Yearly.
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 7730 Evidence-based Human Resources Cr. 3
The goal of this course is to equip students with the knowledge and skills
needed to set-up and implement a data-driven approach to improving
people-related decision-making in organizations. Students will gain an
understanding of the types of problems that can be addressed using
HR analytics from a range of HR contexts. Students will develop critical
thinking skills by applying basic statistics concepts and principles to
HR-related data. Students will use statistical software to analyze data to
draw meaningful conclusions. Offered Yearly.
Prerequisite: MGT 7640 with a minimum grade of C
Restriction(s): Enrollment is limited to Graduate level students.

MGT 7770 Managing Employee Relations Cr. 3
Development and maintenance of employee-management relations, including
employee and management rights and responsibilities,
administration and creation of employment contracts and handbooks, and
management of employee attitudes and behaviors. Emphasis on
union and management perspectives of the employment relationship.
Offered Yearly.
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 and multi-party
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. No credit after ISM/MGT 5900. 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 Fall.
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 Intermittently.
Prerequisite: BA 7040 with a minimum grade of C
Restriction(s): Enrollment is limited to Graduate level students.
Repeatable for 6 Credits