

# Management (MGMT)

---

## Courses

### ***MGMT 1301 Introduction to Business: 3 semester hours.***

An overview of business operations and the role of business in modern society. Topics of current interest to the business community will be introduced.

### ***MGMT 1316 Quantitative Business Analysis: 3 semester hours.***

A practical, hands-on application of mathematical concepts for solving quantitative problems in Business. Mathematical concepts will be reinforced through application of these concepts to solve business related problems in a tutorial setting. Students will learn how to quantitatively model relate business decision variables and analyze these business models to seek appropriate solution.

Prerequisites: (MATH 1314 or MATH 1113) and (MATH 1324 or MATH 1153).

### ***MGMT 2000 Prof Development for Business: 0 semester hours.***

This course is mandatory for College of Business students and highlights the internship process and resources available. The course will orient students towards career-related strategic decision-making and help them better understand the role of internships towards future job success. Topics include: accessing and leverage digital resources for career development, resume writing and analysis, interviewing, on-the-job performance and the assessment process, and career planning.

### ***MGMT 2301 Design Thinking: 3 semester hours.***

This course is designed for non-business majors. It provides students with functional knowledge and skills in business that are required for a broad understanding of the field of entrepreneurship. Topics include identifying and managing critical resources, understanding financial and accounting issues, marketing and sales, and the legal environment of business.

Prerequisites: MGMT 1301 or MGMT 1013.

### ***MGMT 2320 Leadership and Ethics: 3 semester hours.***

Course provides with frameworks to identify, critically analyze, and resolve ethical issues faced in business environment; ensures understanding of how firms incorporate ethics into business strategies. Emphasis on case studies involving significant ethical dilemmas; also, the role of social and personal responsibility in a business setting will be explored.

### ***MGMT 2326 Leadership in a Global Environment: 3 semester hours.***

This course focuses on global leadership approaches in an increasingly multicultural world. Students will learn various leadership techniques and communication approaches critical to effective global leadership. Various leadership platforms including Transactional, Transformational, Authentic and contingency theory.

### ***MGMT 3301 Business Statistics: 3 semester hours.***

Statistical concepts, collection and presentation of data, measures of central tendency and dispersion, index numbers, probability concepts, probability distributions, sampling and linear regression.

Prerequisites: MATH 1324 or MATH 1153.

### ***MGMT 3302 Introduction to Business Analytics: 3 semester hours.***

This course discusses the systematic design, direction, and control of processes that transform inputs into services and products for customers. The course will focus on how processes can be designed and managed to support the strategic objectives of an organization.

Prerequisites: MGMT 3301 or MGMT 3013.

### ***MGMT 3310 Principles of Management: 3 semester hours.***

Fundamentals of organization and administration. Planning, organizing, directing, coordinating, and controlling business activities. Goal setting; models for thinking about organizations; organizational design; information systems; models for understanding individual behavior; job performance and job satisfaction; motivation and leadership; behavior in work groups and careers in business.

Prerequisites: MGMT 1301 or MGMT 1013.

### ***MGMT 3311 Introduction to Organizational Behavior: 3 semester hours.***

Considers elements of several management theories and the implications of individual and group behavior for organizational effectiveness. Topics include perception; learning; personality; group dynamics; norms; inter-group relations; motivation; conflict and change.

Prerequisites: MGMT 3310 or MGMT 3103.

### ***MGMT 3333 Commercializing Innovative Ideas: 3 semester hours.***

This course provides students with an opportunity to apply business knowledge and skills through experiential learning. As the capstone course in the Certification in Entrepreneurship program, its emphasis is placed on starting, financing, operating, and growing a small business.

Prerequisites: MGMT 2013 or MGMT 2301.

### ***MGMT 3334 Project Management: 3 semester hours.***

Application of management processes to complex interdisciplinary organizational environments through the study of program and project management. Uses typical project management microcomputer software for project planning; resource allocation; project budgeting; and control of project cost, schedule and performance.

Prerequisites: (MGMT 3301 or MGMT 3013) and (MGMT 3310 or MGMT 3103).

**MGMT 3335 Human Resource Management: 3 semester hours.**

Systematic approach to human resource utilization. Topics include selection, training, promotion, compensation, labor relations, workplace dysfunctions, management of change and, human resource accounting.

Prerequisites: MGMT 3310 or MGMT 3103.

**MGMT 3337 Compensation and Total Rewards: 3 semester hours.**

This course covers the role of the Human Resources Department as it relates to compensation and total rewards. The course explores alternative compensation philosophies used to define total rewards and the resultant impact on motivating employees to deliver superior performance ensuring organizational success.

Prerequisites: MGMT 3335 or MGMT 3353.

**MGMT 3339 Cooperative Education II: 3 semester hours.**

Cooperative program in approved private and public business organizations engaged in planning, organizing, activating and controlling functions in producing and distributing goods and services. Written reports indicating student's work experience are required.

Prerequisites: MGMT 3310 or MGMT 3103.

**MGMT 3342 Data Mining Techniques: 3 semester hours.**

This course introduces the basic concepts of data mining to discover patterns in massive amounts of data to solve problems, gain scientific inference-based knowledge to make accurate scientific predictions. Using the "R software", students will learn data reduction and summarization techniques to classify and analyze massive data sets.

Prerequisites: MGMT 3302 or MGMT 3023.

**MGMT 3364 Employee Training and Development: 3 semester hours.**

This course focuses on employee development and training. Topics include management role in assessing employee competencies, developing and selecting training programs for employee career development and learning as well as adaptation to organizational change.

Prerequisites: MGMT 3335.

**MGMT 4000 Professional Development For Business II: 0 semester hours.**

The course will provide upper-level students with the skills necessary for successful transition to the post-graduation work environment. Through weekly interactive seminars, students will learn advanced interview techniques, salary negotiating, personal branding with social media, the role of professional certifications, leadership, and other strategies to enhance the development of their careers.

Prerequisites: MGMT 2000.

**MGMT 4330 Strategic Management and Business Policy: 3 semester hours.**

A capstone course to acquaint the student with strategic management and business policy. Focuses on management of the entire business. Uses the concepts, skills and tools of the entire business curriculum to develop in-depth situational appraisals and specific recommendations regarding strategies and their implementation and control.

Prerequisites: (MGMT 3310 or MGMT 3103) and (MRKT 3310 or MRKT 3103) and (FINA 3310 or FINA 3103).

**MGMT 4332 Supply Chain Management: 3 semester hours.**

Provides students with the basic principles and key issues of supply chain management from a managerial perspective of gaining long term strategic and global competitiveness. Topics covered include managing supplier relationships, inventory management, process management, performance management and global issues in SCM.

Prerequisites: (MGMT 3310 or MGMT 3103) and (MGMT 3301 or MGMT 3013).

**MGMT 4333 Production and Operations Management: 3 semester hours.**

Major functions, departmental activities and policies for manufacturing firms and service organizations. Organization for production and analysis of production methods.

Prerequisites: (MGMT 3013 or MGMT 3301) and (MGMT 3103 or MGMT 3310).

**MGMT 4335 Employment Law: 3 semester hours.**

This course covers the law governing the employment relationship. Topics include employee access to job opportunities, discriminatory employment practices, regulation of wages, hours, and benefits, occupational safety and health, unjust discharge, EEO, sexual harassment, retaliation, Title VII and IX, and regulations protecting retirement benefits.

Prerequisites: MGMT 3335 or MGMT 3353.

**MGMT 4336 Recruitment and Staffing: 3 semester hours.**

This course explores strategies used by companies to identify, recruit and staff top talent around the world. Topics include international as well as domestic concerns and consideration of multiple staffing levels (such as executives, mid-management, and temporary employees).

Prerequisites: MGMT 3335 or MGMT 3353.

**MGMT 4337 HR Data Analytics: 3 semester hours.**

The course explores HR use of data analytics to examine common HR challenges of hiring top talent, engaging workforce, managing retention and evaluating workforce diversity. Using a cost-based approach, students learn to calculate the business impact and return on investment associated with HR initiatives.

Prerequisites: MGMT 3335 or MGMT 3353.

**MGMT 4339 Cooperative Education III: 3 semester hours.**

Cooperative program in approved private and public business organizations engaged in planning, organizing, activating and controlling functions in producing and distributing goods and services. Written reports indicative of student's work experience are required.

**MGMT 4341 International Environment of Business: 3 semester hours.**

Analyzes the cultural, political, legal, and geographical environments in which international businesses operate as well as various managerial activities appropriate for an international organization. Topics include multinational enterprises, global competition, managing political risks and negotiations, international laws, U.S. trade policies, strategies for U.S. firms, expatriation and repatriation and challenges for U.S. firms, etc.

Prerequisites: MRKT 3310 or MRKT 3013 and (MGMT 3310 or MGMT 3013) and (ECON 2302 or ECON 2113) and (ECON 2301 or ECON 2123).

**MGMT 4343 Decision Modeling for Business Analytics: 3 semester hours.**

This course focuses on the process of developing analytic models for decision making in the business environment. The topics addressed include optimization and simulation modeling.

Prerequisites: MGMT 3301 or MGMT 3013.

**MGMT 4345 Special Topics in Management: 3 semester hours.**

Explores and examines contemporary topics of interest in the field of Management. Course could be used to offer a variety of topics that deal with issues of importance in the discipline of management.

**MGMT 4354 ERP Apps in Supply Chain: 3 semester hours.**

This course is designed to provide an overview of Enterprise Resource Planning (ERP) systems and supply chain business processes and introduce the role of ERP systems to manage supply chains and make effective business decisions. During the semester, students will explore the interaction among the different business processes while simulating SAP operating environment by ERPsim.

Prerequisites: MGMT 3301 or MGMT 3013 and MGMT 4333.

**MGMT 4399 Independent Study: 1-3 semester hour.**

Reading, research, and/or field work on selected topics.

**MGMT 5310 Organizational Behavior: 3 semester hours.**

A study of social science concepts relevant to understanding and predicting human behavior in organizations. Topics include perception, learning, group processes, motivation and leadership, and organizational structure and change.

**MGMT 5311 Business Statistics: 3 semester hours.**

A study of statistical methodology useful for solving business problems. Topics addressed include probability, inferential statistics, regression analysis, and analysis of variance.

**MGMT 5312 Business Analytics and Modeling: 3 semester hours.**

A study of the principles and methods of applied mathematical modeling for managerial decision making. Topics addressed include linear and nonlinear optimization models, simulation, and project management.

Prerequisites: (MGMT 5311 or MGMT 5113) or (MGMT 3310 or MGMT 3013).

**MGMT 5332 Strategy and Policy: 3 semester hours.**

Examines top management strategy, formulation, implementation, and evaluation. This course is the MBA capstone which synthesizes and integrates material from the various functions of business as it presents itself to organizational strategic managers.

Prerequisites: ACCT 5310 or ACCT 5103 and BCOM 5320 or BCOM 5203 and ECON 5310 or ECON 5103 and FINA 5310 or FINA 5103 and MRKT 5330 or MRKT 5303.

**MGMT 5334 Human Resource Management: 3 semester hours.**

An analysis of the methods and issues pertaining to the recruitment, selection, testing, promotion and remuneration of members of organizations. Covers job design and labor relations concepts.

**MGMT 5335 Entrepreneurship and Innovation: 3 semester hours.**

Provides an opportunity to experience the entrepreneurial process through team projects, presentations, and feedback. Topics include critical factors for starting a business, evaluating opportunities, entry strategies, creating a marketing plan, financial projections, forms of financing, external resources, legal and tax issues, recordkeeping and systems support.

**MGMT 5339 Management Internship: 3 semester hours.**

Supervised, full-time training in planning, organizing and controlling organizational functions at For Profit/Non-Profit organizations/government agencies for a regular semester or two consecutive summer semesters.

**MGMT 5344 Operations Management: 3 semester hours.**

A study of systematic direction and control of the processes that transform inputs into products and services. Topics addressed include strategic decisions, capacity design, location and layout decisions, inventory management, material requirements planning, scheduling, and quality management.

Prerequisites: MGMT 5312 or MGMT 5123.

**MGMT 5361 Special Topics: 3 semester hours.**

Explores and examines contemporary subjects and trends in business. Topics deal with issues of current importance.

**MGMT 5399 Independent Study in Management: 1-3 semester hour.**

Supervised readings, research, and/or field work on selected topics in management.