MANAGEMENT (MGT)

MGT 200  Legal Environment of Business  3 Hours
An introduction to the American public law system; use of law to achieve economic and social goals; legal responsibilities of the business manager.
Restriction(s): Students with a semester level of Academy Junior, Academy Senior or Freshman may not enroll.
Equivalent(s): MGMT 200C
Recent Term(s) Offered: winter 2018; spring 2018; summer 2018; fall 2018; winter 2019; spring 2019; summer 2019; fall 2019; winter 2020; spring 2020; summer 2020; fall 2020

MGT 210  Organization and Management  3 Hours
An introduction to organization theory and organizational behavior. The course focuses on managing people and material resources to enhance organizational productivity and effectiveness. Attention is given to the managerial functions of planning, organizing, leading and controlling.
Restriction(s): Students with a semester level of Academy Junior, Academy Senior or Freshman may not enroll.
Equivalent(s): BUS 210C
Recent Term(s) Offered: winter 2018; spring 2018; summer 2018; fall 2018; winter 2019; spring 2019; summer 2019; fall 2019; winter 2020; spring 2020; summer 2020; fall 2020

MGT 301  Business Law  3 Hours
A basic course in commercial law covering contracts, property, creditor rights, torts and other bases for liability and the Uniform Commercial Code.
Prerequisite(s): COBA Course Eligibility with a score of 2
Recent Term(s) Offered: spring 2018; spring 2019; spring 2020

MGT 303  International Business  3 Hours
Fundamentals of international business particularly in planning, organizing, and control aspects of the multinational enterprise. Roles of government, culture, foreign currency, taxes, political risk, and legal formalities for small and large firms entering new markets are emphasized.
Prerequisite(s): (MGT 210 or MGT 310) and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: summer 2018; fall 2018; summer 2019; fall 2019; fall 2020

MGT 305  Ethics and Critical Thinking  3 Hours
This course is designed to develop skills needed for analyzing a problem or situation to arrive at a hypothesis or conclusion about it after synthesizing or integrating all available information. In critical thinking, all assumptions are open to question, divergent views are sought, and the investigation is not biased in favor of a particular solution.
Prerequisite(s): COBA Course Eligibility with a score of 2 and MGT 200
Recent Term(s) Offered: winter 2018; spring 2018; summer 2018; fall 2018; winter 2019; spring 2019; summer 2019; fall 2019; winter 2020; spring 2020; summer 2020; fall 2020

MGT 311  Human Resource Management  3 Hours
An introduction to major human resource management functions, including personnel selection; recruitment; training and development; performance appraisal; compensation; health and safety; labor-management relations; and employment law.
Prerequisite(s): (MGT 310 or MGT 210 or AMS 430 or COMM 362 or COMM 461) and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: winter 2018; spring 2018; summer 2018; fall 2018; winter 2019; spring 2019; summer 2019; fall 2019; winter 2020; spring 2020; summer 2020; fall 2020

MGT 313  Decision Modeling  3 Hours
This course deals with modeling problems that are similar to those faced by business managers. The problem is viewed as the focal point of analysis, and appropriate decision modeling tools are applied to obtain a solution.
Prerequisite(s): (ECON 206 or ECO 206C) and CIS 243 and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: winter 2018; spring 2018; summer 2018; fall 2018; winter 2019; spring 2019; summer 2019; fall 2019; winter 2020; spring 2020; summer 2020; fall 2020

MGT 314  Operations Management  3 Hours
The management of the direct resources required to produce goods and services. Operations objectives are cascaded through the organization and are translated into measurable terms that become part of the operating goals for production-related departments and their managers.
Prerequisite(s): (ECON 206 or ECO 206C) and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: winter 2018; spring 2018; summer 2018; fall 2018; winter 2019; spring 2019; summer 2019; fall 2019; winter 2020; spring 2020; summer 2020; fall 2020

MGT 316  International Management  3 Hours
A study of techniques and methods involved in managing an international business with an emphasis on managerial issues unique to the global environment. Note: Permission of instructor.
Prerequisite(s): COBA Course Eligibility with a score of 2
Recent Term(s) Offered: spring 2018; summer 2018; fall 2018; spring 2019; summer 2019; fall 2019; spring 2020; summer 2020; fall 2020

MGT 326  Managing Projects in Organizations  3 Hours
Project management is a business tool that focuses on the project’s central role in organizations, along with addressing the project lifecycle and techniques for initiation, planning, scheduling, controlling and execution. Emphasis is on organizational, managerial, human behavior and interdisciplinary issues relevant for managing successful projects from the business perspective.
Prerequisite(s): MGT 210 and ECON 206 and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: None

MGT 333  Management of Nonprofit Organizations  3 Hours
Overview of nonprofit organizations, including budgeting, finance, marketing, communication, board of directors, volunteers and strategic planning.
Prerequisite(s): COBA Course Eligibility with a score of 2
Recent Term(s) Offered: spring 2018; fall 2018; spring 2019; fall 2019; spring 2020; fall 2020
MGT 361  Business Communication Fundamentals  3 Hours
Emphasis on communication fundamentals essential for business.
Electronic communications in the business environment, research tools for business, reports, presentations, resumes and correspondences.
Prerequisite(s): COBA Course Eligibility with a score of 2
Recent Term(s) Offered: winter 2018; spring 2018; summer 2018; fall 2018; winter 2019; spring 2019; summer 2019; fall 2019; winter 2020; spring 2020; summer 2020; fall 2020

MGT 383  Human Resource Information Systems  3 Hours
Study of the components of an HRIS and how one can be used to create a competitive advantage. Spreadsheet analysis will also be used to develop analytical skills.
Prerequisite(s): MGT 311 and CIS 243 and COBA Course Eligibility with a score of 2
Restriction(s): Enrollment is limited to students in Management (723)
Recent Term(s) Offered: spring 2018; spring 2019; spring 2020

MGT 390  Value Creation in Emerging Markets  3 Hours
Examination of techniques for competing in emerging markets.
Prerequisite(s): COBA Course Eligibility with a score of 2
Recent Term(s) Offered: None

MGT 400  Employment Law  3 Hours
An overview of the myriad of laws affecting personnel decisions.
Discussions will focus on the implications of employment-at-will, equal employment opportunity, ERISA, FLSA, IRCA, NLRA, OSHA, workers’ compensation, and other regulatory development. Note: Permission of instructor.
Prerequisite(s): (MGT 200 or MGT 300) and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: summer 2018; fall 2018; summer 2019; fall 2019; summer 2020; fall 2020

MGT 405  Business Negotiation  3 Hours
Negotiation fundamentals, including strategy and tactics of distributive bargaining and integrative negotiation in the international business context.
Prerequisite(s): COBA Course Eligibility with a score of 2
Restriction(s): Students with a semester level of Academy Junior, Academy Senior, Freshman or Sophomore may not enroll.
Enrollment is limited to students in Business Data Analytics (504), Business Data Analytics-Prep (504P), Entrepreneurship (542), Entrepreneurship-prep (542P), Accounting (602), Accounting (Seeking Adm) (602P), Marketing (720), Marketing (Seeking Adm) (720P), Management (723), Management (Seeking Adm) (723P), Business Economics (724) or Business Econ (Seeking Adm) (724P)
Recent Term(s) Offered: None

MGT 411  Effective Staffing Practices  3 Hours
Explores the development and utilization of employee assessment methods. Specifically covers fair recruitment, hiring, and performance appraisal practices including application processes, interviews, assessment centers, and employee testing.
Prerequisite(s): (MGT 311 or PSY 370 or PSYS 370) and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: fall 2018; fall 2019; fall 2020

MGT 413  International Human Resource Management  3 Hours
Covers issues involved with managing human resources globally. Compares customs and regulations among various countries in the core areas of human resource management, including selection, development, compensation, performance management, and labor relations.
Prerequisite(s): MGT 311 and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: fall 2018; fall 2019; fall 2020

MGT 414  Compensation Administration  3 Hours
An investigation of the concepts and practices affecting compensation decisions in organizations, with emphasis on job analysis and evaluation, external competitiveness, employee motivation, legal requirements, and benefit administration.
Prerequisite(s): MGT 311 and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: spring 2018; spring 2019; spring 2020

MGT 416  Management of Labor Relations  3 Hours
Legal and social context of the labor-management relationship in union and non-union environments; formation, structure and functioning of labor unions; union elections; collective bargaining; contract administration; dispute settlement; impasse resolution; and union avoidance.
Prerequisite(s): MGT 311 and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: fall 2018; fall 2019; fall 2020

MGT 417  Organizational Behavior  3 Hours
An advanced course designed to develop an understanding of managing behavior in organizations.
Prerequisite(s): (MGT 310 or MGT 210) and COBA Course Eligibility with a score of 2
Recent Term(s) Offered: spring 2018; summer 2018; fall 2018; winter 2019; spring 2019; summer 2019; fall 2019; spring 2020; summer 2020; fall 2020

MGT 419  Management of Organizational Conflict  3 Hours
Designed to develop skills needed to manage interpersonal, intragroup, and intergroup conflict in organizations.
Prerequisite(s): COBA Course Eligibility with a score of 2
Recent Term(s) Offered: None

MGT 473  Training in Business and Industry  3 Hours
An introduction to theories, research and methods of training needs analysis, program design, implementation, and evaluation. Note: Permission of instructor.
Prerequisite(s): (MGT 311 or PSY 370 or PSYS 370) and COBA Course Eligibility with a score of 2
Equivalent(s): PSYS 473
Recent Term(s) Offered: fall 2018; fall 2019; fall 2020
**MGT 490  Practicum in Management  3 Hours**
Internships, independent studies, and special projects of interest to students and faculty in the Management area. These may include individual research projects, meaningful internships in profit or not-for-profit organizations with duties relating to Management, or other special projects approved by the Management Chair and the Management faculty. Note: A 2.5 cumulative GPA and 6 additional hours of Management course required; in addition, permission of the Management Chair and the instructor required.

**Prerequisite(s):** (MGT 210 or MGT 310) and COBA Course Eligibility with a score of 2

**Recent Term(s) Offered:** spring 2018; summer 2018; fall 2018; spring 2019; summer 2019; fall 2019; spring 2020; summer 2020; fall 2020

**MGT 495  Strategic Human Resources Management  3 Hours**
Case studies to evaluate the role human resources management plays in an organization. Discussions center around how talent can be used to support an organization's strategic advantage and create a competitive advantage.

**Prerequisite(s):** MGT 311 and MGT 305 and COBA Course Eligibility with a score of 2

**Recent Term(s) Offered:** spring 2018; spring 2019; spring 2020

**MGT 498  Strategy and Policy  3 Hours**
The development and application of contemporary competitive strategies at mid and upper managerial levels. Capstone course uses cases and/or simulation to integrate materials from prerequisite courses.

**Prerequisite(s):** (CIS 343 or CIS 243) and ACCT 201 and FIN 330 and (MGT 310 or MGT 210) and MGT 314 and (MKT 320 or MKT 220) and COBA Course Eligibility with a score of 5

**Restriction(s):** Students with a semester level of Academy Junior, Academy Senior, Freshman, Junior or Sophomore may not enroll.

**Recent Term(s) Offered:** spring 2018; summer 2018; fall 2018; winter 2019; spring 2019; summer 2019; fall 2019; winter 2020; spring 2020; summer 2020; fall 2020

**MGT 499  Senior Assessment in Management  1 Hour (repeatable max of 1 hrs)**
Preparation for and administration of the senior assessment exam. Discussion of educational and career opportunities beyond the baccalaureate degree. Note: Required of all Management majors in the last semester.

**Prerequisite(s):** (MGT 498 (may be taken concurrently) or MGT 496 (may be taken concurrently) or ENT 496 (may be taken concurrently)) and COBA Course Eligibility with a score of 2

**Restriction(s):** Students with a semester level of Academy Junior, Academy Senior, Freshman, Junior or Sophomore may not enroll.

**Recent Term(s) Offered:** spring 2018; fall 2018; spring 2019; fall 2019; spring 2020; fall 2020