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**MGT**

**Management**

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- MGT 301 BUSINESS MANAGEMENT. (3)**  
A study of planning, organizing and controlling; an interdisciplinary approach; actual decision-making cases. Prereq: STA 291, ECO 201, 202 and ACC 202, or consent of instructor.
- MGT 309 INTRODUCTION TO INTERNATIONAL BUSINESS. (3)**  
The course focuses on the management of international businesses, investigating the effects of differences in national requirements, and cultural expectations on management. Prereq: MGT 301.
- MGT 320 SURVEY OF HUMAN RESOURCE MANAGEMENT. (3)**  
Survey of the field of Human Resource Management. Includes an introduction to the topics of labor law, workforce planning, recruitment, selection, training, performance management, compensation, and labor relations. Prereq: MGT 301.
- MGT 340 ETHICAL AND REGULATORY ENVIRONMENT. (3)**  
This course focuses on ethical principles, the nature of the capitalist-collectivist continuum, government influence on business, and the responsibility of business to society. Topics to be considered include major approaches to ethical reasoning, antitrust law, social regulation, and the economic and social theories that undergird the concept of the social responsibility of business. Prereq: Junior standing or consent of instructor.
- MGT 341 BUSINESS LAW I. (3)**  
An introduction to the United States legal system and its application to the business community. Topics to be considered include: contracts, agency, commercial paper, and real property. Prereq: Junior standing or consent of instructor.
- MGT 390 SPECIAL TOPICS IN MANAGEMENT (Subtitle required). (3)**  
Readings, projects, lecture and/or discussion to illuminate current topics of special interest or concern in management. May be repeated to a maximum of six credits. May not be repeated under the same title. A particular topic may be offered at most three times under the MGT 390 number. Prereq: Consent of instructor.
- MGT 395 INDEPENDENT STUDY IN MANAGEMENT. (1-6)**  
Course designed to accommodate students' independent exploration of specific topics within management. Course must be under the supervision of an instructor. May be repeated to a maximum of six credits. Prereq: GPA of 3.0, upper division status, approval of instructor and chairperson.
- MGT 410 ANALYSIS OF ORGANIZATIONAL BEHAVIOR. (3)**  
This course draws on a variety of pedagogical sources – ranging from social psychological theories to in-depth case analyses and organizational simulations – to help students better manage the human and interpersonal challenges they confront in the contemporary workplace. Prereq: MGT 301.
- MGT 430 SERVICES MARKETING MANAGEMENT. (3)**  
This course addresses marketing and management issues and problems faced by service organizations. Marketing and management concepts are broadened and applied to the service organizations. Topics related to service quality, the marketing mix, and service delivery are covered. Prereq: MKT 300, MGT 301. (Same as MKT 430.)
- MGT 450 NEGOTIATIONS AND CONFLICT RESOLUTION. (3)**  
This course focuses on developing your negotiating skills and making you a more confident negotiator. Topics covered include: diagnosing negotiation situations, strategizing and planning upcoming negotiations, learning your preferred negotiating style, dealing with difficult negotiation partners, buying cars and houses, negotiating job offers, dealing with agents, multi-issue negotiations, multi-party negotiations, ethical considerations in negotiation, and global negotiations. The course emphasizes in-class role playing as a learning tool; thus, class attendance is mandatory. Prereq: MGT 301.
- MGT 491 SMALL BUSINESS MANAGEMENT. (3)**  
An examination of the problems and decisions inherent in the establishment, financing, and management of small business firms. Prereq: MKT 300, MGT 301, MGT 340 and FIN 300.

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**MGT 492 ENTREPRENEURSHIP AND VENTURE CREATION. (3)**

This course examines the key issues that are associated with the discovery and development of entrepreneurial opportunities as it applies to venture creation. Some emphasis is placed on the role of the entrepreneur in society as it pertains to increasing economic and social welfare for others. Students will develop an understanding of entrepreneurship as it relates to the people, opportunity, context and deal aspects of the new venture creation process. Prereq: Senior standing and MKT 300, MGT 301, MGT 340 or MGT 341 and FIN 300.

**MGT 499 STRATEGIC MANAGEMENT. (3)**

This course focuses on the unique challenges of managing the full range of business functions and processes in single-business and diversified companies. It actively involves students in the exploration of current strategic management concepts, frameworks, and techniques commonly used by top-level managers to gain competitive advantage over rival companies. Prereq: MKT 300, MGT 301, MGT 340, FIN 300 and senior standing.

**MGT 608 COMPARATIVE INTERNATIONAL MANAGEMENT. (3)**

A comparison of management concepts and practices in different countries and the role of management in economic development; an interdisciplinary approach emphasizing the impact of sociological-cultural factors, legal-political factors and education on management development. Prereq: MGT 301 or consent of instructor.

**MGT 610 GLOBAL MANAGEMENT. (3)**

This course examines the problems of managing a business enterprise which spans international boundaries. Students will develop an understanding of the political, social, economic, and technological factors driving globalization and will consider the impact of these forces on competition, markets, industry structure, and organization.

**MGT 611 ORGANIZATIONAL BEHAVIOR. (3)**

A critical examination of behavior and performance within organizations and between organizations. Special attention is paid to the problem of performance at the individual, group, and formal organizational level. Prereq: Enrollment in Manufacturing Systems Engineering Program. (Same as MFS 611.)

**MGT 612 STRUCTURED PROBLEM SOLVING IN BUSINESS. (3)**

An action learning course devoted to developing the project management and business process analysis skills necessary to diagnose and solve real-world business problems. Prereq: DIS 651; ECO 610; DIS 620.

**MGT 620 PERSONNEL AND INDUSTRIAL RELATIONS. (3)**

Critical examination of theory, research, and managerial practice in the management of human resources. Particular attention is paid to the processes of human resource planning, staffing, compensation, and the management of employee relations. Prereq: MGT 611, ECO 610, ACC 628, MGT 650, MKT 600, ECO 611, FIN 600, MGT 651.

**MGT 640 LEGAL AND REGULATORY ENVIRONMENT. (3)**

The purposes of this course are: 1) to establish an introductory understanding of the nature, dimensions, and impact of government regulation of business, 2) to explore, in summary fashion, the rudiments of the capitalist-collectivist continuum, 3) to alert the student to ethical dilemmas in the decision process, and 4) to exercise the student's skills in analysis, writing, and speaking. Prereq: Graduate standing; MGT 611, ECO 610, ACC 628, MGT 650, MKT 600, ECO 611, FIN 600, MGT 651.

**MGT 641 LEGAL ISSUES IN THE ACCOUNTING PROFESSION. (3)**

A study of various legal issues in the accounting profession. Among the topics covered are accountant's liability, commercial transactions, business organizations, property concepts and other issues in the legal environment that will be encountered in accounting practice. Prereq: Admission to MSACC program or consent of DGS.

**MGT 695 INDIVIDUAL WORK IN MANAGEMENT. (1-6)**

Students confer individually with the instructor. May be repeated to a maximum of six credits. Prereq: Consent of the instructor.

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**MGT 697 TOP MANAGEMENT LEADERSHIP  
IN THE CONTEMPORARY BUSINESS ENVIRONMENT. (3)**

Political, historical, and philosophical perspectives on the meaning and processes of top management leadership. Applications of leadership perspective to the development of organizational culture, ethics and values, stakeholder relations, business-government relations, and competitiveness. Prereq: Third semester MBA standing.

**MGT 699 BUSINESS POLICY AND STRATEGY II. (3)**

Strategic issues associated with multi-industry, multi-national, multi-business and start-up management; strategy implementation and institutionalization; planning systems. Prereq: MGT 698 or the equivalent.

**MGT 700 ADMINISTRATIVE SCIENCE. (3)**

Primary emphasis upon the identification and investigation of the schools of thought concerning the field of administration. Analysis of various theory bases for purposes of integration and generalization will also make up a major portion of the course. Prereq: MGT 301 or consent of instructor.

**MGT 712 ORGANIZATIONS AND INDIVIDUAL BEHAVIOR. (3)**

Examination of current theory and empirical research regarding the behavior of individuals within organizations. Topics are divided into three phases: major behavioral processes, applied models of individual choice behavior, and specific areas of individual choice and decision.

**MGT 713 SEMINAR IN ADVANCED ORGANIZATION THEORY. (3)**

Seminar will examine broad range of organization theory and research from a multiple paradigm perspective. Interpretive and critique views and research literature will be among those examined. Prereq: MGT 700 and MGT 711, or equivalent and consent of instructor.

**MGT 714 SEMINAR IN MANAGEMENT THEORY AND POLICY. (3)**

A broad range of literature on organization strategy and structure is examined. Conceptual frameworks and research relating to the Business Policy decision processes are reviewed and critiqued. Prereq: Permission of instructor.

**MGT 763 RESEARCH, DESIGN AND ANALYSIS. (3)**

This course deals with the design and analysis of business research. Emphasizes the practical application of analysis of variance and correlational techniques to problems in business research. Focus will be on design, implementation, and interpretation of research. Prereq: MGT/MKT/FIN 762. (Same as MKT/FIN 763.)

**MGT 781 INDEPENDENT WORK IN MANAGEMENT. (1-6)**

Designed for advanced students who undertake research problems to be conducted in regular consultation with the instructor. May be repeated to a total of six credit hours. Prereq: Consent of instructor.

**MGT 790 DOCTORAL COLLOQUIUM. (1-2)**

The doctoral colloquium is intended to be a professional socialization course for the Ph.D. students in Management. The course features a mix of topics related to the Management Ph.D. program, including research, teaching and service, major transitions in the program, preparation for the professoriate, as well as special research topics such as philosophy of science and guest research lectures.

**MGT 795 SPECIAL TOPICS IN MANAGEMENT (Subtitle Required). (3)**

Analysis of a specialized topic in management. May be repeated to a maximum of 12 credits when taken under different subtitles. Prereq: Consent of instructor.