MGNT Management

MGNT 3130 Principles of Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Provides an overview of the management function, with emphasis on managerial planning, organizing, leading, and controlling.
Prerequisite(s): Sophomore standing.
Cross Listing(s): MGNT 3130.

MGNT 3134 Behavior in Organizations
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
An advanced course that examines the determinants and consequences of human behavior in formal organizations. Specific focus is on the individual, interpersonal, and group processes which underlie Organizational Behavior.
Prerequisite(s): A minimum grade of "C" in MGNT 3130.

MGNT 3234 Entrepreneurship
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
A study in the processes of innovation, opportunity recognition, and the business modeling processes involved in a variety of entrepreneurial contexts.
Prerequisite(s): A minimum grade of "C" and prior or concurrent enrollment in MGNT 3130.

MGNT 3235 Leadership in Organizations
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Leadership and management are distinctly-different phenomena; to do either well requires distinctly-different skills. This course builds a bridge between the literature of leadership and its practical application. Though non-exhaustive, we explore leadership from four, broad perspectives: effective leader behaviors, the role of power and influence, the impact of situational moderators, and essential skill sets.
Prerequisite(s): MGNT 3130.
Cross Listing(s): MGNT 3235H.

MGNT 3334 Human Resource Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
A survey course of the fundamentals of human resource management in organizations. The basics of Human Resource Management, systems, policies, and practices relative to functional areas such as workforce planning, employment, compensation and benefits, employee and labor relations, occupational health, safety and security will be covered. COBA students must earn a "C" or better in this class. Students with declared majors in other fields must have completed a minimum of 60 semester hours.
Prerequisite(s): Prior or concurrent enrollment in and a minimum grade of "C" in MGNT 3130.

MGNT 3430 Operations Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Application of the principles of management to the planning, control, design, operation, and updating of operational systems both in the manufacturing and service sectors.
Prerequisite(s): Prior or concurrent enrollment in and a minimum grade of "C" in BUSA 3131 or STAT 2231 and at least 55 hours earned.

MGNT 3437 Service Operations Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Students will become familiar with the various Operations Management decisions required in managing a service business. Analytical models which support these decisions will be presented and discussed. Students will also become familiar with application of these principles and models through analysis of actual firms and service firm cases.
Prerequisite(s): A minimum grade of "C" in BUSA 3131 or STAT 2231.

MGNT 4030 Special Topics in Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
A customized course that allows students to pursue further study in a specific management topic at the frontier of an area of research or a contemporary topic related to current real-world events.
Prerequisite(s): A minimum grade of "C" in MGNT 3130.

MGNT 4230 International Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Provides an appreciation for and an understanding of the operations of the multinational firm. Prevaling management practices of selected international companies are studied in-depth. A semester long project with a cultural focus is required. Prerequisite(s): A minimum grade of "C" in MGNT 3130.

MGNT 4234 Small Business Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Provides an introduction to the unique attributes of small businesses.
Prerequisite(s): A minimum grade of "C" in MGNT 3130.

MGNT 4235 Applied Small Business Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
An applied course that focuses upon the innovation and management within small businesses. Students work in project management teams within the context of existing businesses, applying innovative problem solving to management issues.
Prerequisite(s): A minimum grade of "C" and prior or concurrent enrollment in MGNT 3130 and MGNT 4234.

MGNT 4236 New Venture Planning
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This is a project-based course in which students, working in small groups, research and develop a business plan for a new venture. With tutorial guidance, students will select an entrepreneurial idea and develop it into a comprehensive and fully detailed, written business plan. All aspects of the business must be thoroughly researched and the written plan must include three years' financial projections. In the final week of the course, students will make a formal presentation of their plan and be interviewed by an enterprise panel with the aim of obtaining funding for the venture. The enterprise panel may include a bank manager, a business angel and/or a venture capitalist.
Prerequisite(s): A minimum grade of "C" and prior or concurrent enrollment in MGNT 3130 and MGNT 4234.

MGNT 4332 Compensation and Benefits
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Designed to provide the knowledge and skills required to design and implement comprehensive compensation and benefit systems. Topics include the development of compensation strategy, internal pay structures, the role of job analysis and performance evaluation, the rewarding of individuals and groups, and administration of employee benefits.
Prerequisite(s): A minimum grade of "C" in MGNT 3130, MGNT 3334, BUSA 3131.

MGNT 4333 Human Resource Information Systems
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
A study of how human resource information systems are applied in organizations to support organizational strategy, improve efficiency and flexibility, increase productivity and performance, and ensure compliance with employment law. The focus will be on merging computer technology with a strategic human resource management perspective.
Prerequisite(s): A minimum grade of "C" in MGNT 3334.
Cross Listing(s): CISM 4333.

MGNT 4334 Employment Law and Legislative Compliance
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
An overview of the current issues in the work environment related to the job selection process, equal employment opportunity, and the rights of workers on the market.
Prerequisite(s): A minimum grade of "C" in MGNT 3130.
Cross Listing(s): LSTD 4334.
MGNT 4335 Labor Relations
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
A study of the history and the functions of labor organizations with reference to such areas as trade unions and public policy; the structure, government, and objectives of trade unions; the collective bargaining process; and the labor market.
Prerequisite(s): A minimum grade of "C" in MGNT 3130.

MGNT 4338 Staffing, Training, and Development
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
A study of human resources planning, recruiting, and selection followed by a detailed investigation of training programs, evaluation of training, and personnel development.
Prerequisite(s): A minimum grade of "C" in MGNT 3130 and MGNT 3334.

MGNT 4431 Purchasing and Negotiation
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
The nature of today's business environment places great importance on organizational sourcing. This course helps students to better comprehend the various supply management decisions required to effectively contribute to organizational strategies. The course will introduce key areas of purchasing (supply management) and develop skills in negotiation. Upon successful completion of the course, students will be able to apply conceptual and analytical approaches to better influence and direct decisions where supply meets demand.
Prerequisite(s): A minimum grade of "C" in BUSA 3131.

MGNT 4435 Six Sigma and Continuous Improvement
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course is an introduction to understanding process excellence and continuous improvement with a focus on Six Sigma. Course content will cover how to identify, document, analyze, and improve process mapping and value stream mapping will be discussed. The Six Sigma process will be leveraged to provide students the tools necessary to identify root causes, develop innovative solutions and maintain control of any process improvements. The content of this course aligns with the coverage of the ASQ Six Sigma Green Belt Certification exam, as such, successful completion of this course should also lead to successful outcome on the ASQ Six Sigma Green Belt Certification exam.
Prerequisite(s): Prior or concurrent enrollment in and a minimum grade of "C" in BUSA 3131 or STAT 2231 and junior status.

MGNT 4436 Supply Chain Analytics
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course is designed to advance analytical skills for effective supply chain decision-making involving big data. Use of sophisticated analytical techniques to design and manage efficient and effective operations and processes will be covered. Formulation and interpretation of models supported by both spreadsheet based and advanced process modeling software will be emphasized.
Prerequisite(s): A minimum grade of "C" in MGNT 3430.

MGNT 4438 Global Operations in Supply Networks
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
The growing tendency of firms to focus on their core competences, and the resulting vertical disintegration of activities, has required a more holistic and global view of operations functions. Firms have increasingly extended their operations beyond firm and home country boundaries, forming webs of interdependent interactions across the world. This course will cover and integrate concepts and topics related to the role of operations management in the design and management of global supply chains.
Prerequisite(s): A minimum grade of "C" in MGNT 3430.
MGNT 7332 Management for Non-profit Organizations
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
A study of the unique aspects of managing nonprofit organizations. Their role in society is considered. Special emphasis is placed on HRM functions of the nonprofit, as well as analysis of planning, organizing, directing, and controlling. Boundary spanning activities with governments and private sector will be studied.
Prerequisite(s): Prior or concurrent enrollment with a minimum grade of "C" in MGNT 7331.

MGNT 7333 Social Issues in Business
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Overview of the impact of social issues on managerial decision making. Examines the role of the businessperson in modern society. Considers business and society responsibility, pollution, employment discrimination, affirmative action, sexual harassment, consumerism, business and professional ethics, and the social responsibilities of multinational corporations.
Prerequisite(s): Prior or concurrent enrollment with a minimum grade of "C" in MGNT 7331.

MGNT 7334 Global Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Provides the student with an understanding of the global manager's role in the global organization. Provides graduate level skills in the management functions of global planning, international organizing, leading expatriates, and diverse cultures, and controlling the global organization.
Prerequisite(s): Prior or concurrent enrollment with a minimum grade of "C" in MGNT 7331.

MGNT 7335 Entrepreneurship
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
A study of the business formation process that focuses on the creativity, risk-taking, and planning associated with new ventures. Provides information on the entrepreneurial process starting with idea generation, idea development, feasibility analysis, resource identification, and concludes with the development of a coherent business plan.
Prerequisite(s): Prior or concurrent enrollment with a minimum grade of "C" in MGNT 7331.

MGNT 7336 Readings in Total Quality Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Managerial issues that are important in understanding and implementing an organization-wide "Total Quality Management" process, to include organizational-level strategic quality decisions plus tactical-type decisions related to the total quality management of the organization.
Prerequisite(s): Prior or concurrent enrollment with a minimum grade of "C" in MGNT 7331.

MGNT 7337 Managing Organizational Change and Development
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Provides an overview of the field of organization development (OD) and the management of change in today's organizations.

MGNT 7338 The Human Resource Process
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Provides a comprehensive in-depth study of the field of Human Resource Management and the interplay with other business functions and the environment.
Prerequisite(s): Prior or concurrent enrollment with a minimum grade of "C" in MGNT 7331.

MGNT 7339 Applied Regression Analysis and Forecasting for Business
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
The course teaches the student how to diagnose practical problems in various business disciplines, decide upon the appropriate model formulation for a given situation, and interpret the statistical results in a managerial context. The course focuses on fitting regression and time series models to real business problems. Students will use Excel and SPSS. When possible, students will analyze real data sets.
Prerequisite(s): A minimum grade of "B" in BUSA 3131 or a minimum grade of "C" in MGNT 6330.

MGNT 7430 Management of Operations for Competitive Advantage
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Provides an understanding of the production/operations function within and organization. It will focus on the types of decisions to be made at various organizational levels and, where appropriate, on particular models and quantitative techniques that can be useful in making those decisions. Emphasis will be placed on how those decisions are interrelated and on their strategic implications for the firm. Finally, it will consider how the operations function fits in with the other functional areas of the firm.
Prerequisite(s): Prior or concurrent enrollment with a minimum grade of "C" in MGNT 7331.

MGNT 7431 Project Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course focuses on the principles and processes of project management using a systematic approach to problem solving. The project management body of knowledge areas (PMBOK) is covered, along with project management life cycle in addition to traditional project management (e.g., efficiency of the project, operational performance, planning, meeting time and budget goals). This course will give special emphasis to the management of implementation projects relevant to the students' majors, e.g., Enterprise Resource Planning (ERP) for Information Systems students or Total Quality Management (TQM) for Management students. Students are also taught on how to use computer software to facilitate project management, and obtaining project management certification is emphasized.
Cross Listing(s): CISM 7431.

MGNT 9030 Special Topics in Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Addresses important Management topics not covered to any significant extent in other courses. The topic(s) to be covered will be announced each time the course is offered.