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): A minimum grade of "C" in ECON 2106. 
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 Fundamentals of Entrepreneurship
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course surveys the fundamentals of entrepreneurship theory and practice. The basics of opportunity identification, evaluation, and exploitation as they relate to lean start up techniques, business modelling, and different types of entrepreneurship will be covered. As part of the course, students will develop original business ideas, conduct market research on the desirability, feasibility, and usability of their ideas, develop prototypes and business models around their ideas, and seek external feedback and validation for all of these considerations. Special emphasis will also be placed on creativity, experimentation, reflection, and team building as ways to improve the efficiency and effectiveness of these efforts. 
Prerequisite(s): Junior standing.

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 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. Prevailing 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 Intermediate Entrepreneurship
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course offers the intermediate entrepreneurship student a detailed understanding of business model development in the context of a new venture. Venture start-up and management strategies for value creation in a growing new venture will be highlighted. 
Prerequisite(s): A minimum grade of "C" in MGNT 3234 and Junior standing.

MGNT 4235 New Venture Finance
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course emphasizes the financial aspects of an entrepreneurial venture. Topics include revenue forecasting, financial projections, sources of funding and evaluation of funding proposals, valuation, and exit strategies. 
Prerequisite(s): A minimum grade of "C" in MGNT 3234 and prior or concurrent enrollment in MGNT 4234.

MGNT 4236 Entrepreneurship and Innovation Capstone
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This integrative course builds on and extends the knowledge acquired across all curricula in the emphasis. Students should demonstrate relative mastery in: carrying out systematic searches for exploitable ideas; evaluating the wealth-generating potential of commercializable ideas; performing viability assessments of emergent ventures; drafting business plans. 
Prerequisite(s): A minimum grade of "C" in all of the following: MGNT 3234, MGNT 4234, and MGNT 4235 and Senior standing.

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 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 4790  Internship in Management
3-6 Credit Hours. 0 Lecture Hours. 0 Lab Hours.
A supervised work-study program in selected business firms throughout the southeast. Any student enrolled in the internship program will be required to work for one full semester.
Prerequisite(s): Junior standing and at least one upper division course in the major. Good academic standing (minimum cumulative GPA is 2.0). Or by permission of the Department Chair.

MGNT 4830  Special Problems in Management
1-3 Credit Hours. 1-3 Lecture Hours. 0 Lab Hours.
A customized course that is under the direction of a faculty sponsor. This course is designed to offer students an opportunity to pursue studies at a level or on topics not covered in scheduled courses. The scope and nature of the material covered is determined in consultation with the faculty sponsor.
Prerequisite(s): A minimum grade of "C" in MGNT 3130 and permission of instructor.

MGNT 4890  Directed Study in Management
1-3 Credit Hours. 0 Lecture Hours. 0 Lab Hours.
Designed for independent study and research in selected areas of management under faculty supervision.

MGNT 6330  Business Statistics using Spreadsheet Analysis
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Coverage of statistical techniques and concepts commonly applied by managers. Topics covered include descriptive and graphical analysis, probability, sampling, statistical inference, and regression analysis. Spreadsheet and database analysis will be included in the coverage. Provides the foundation for understanding the concepts and applications that will be studied in MGNT 7331.

MGNT 6331  Foundations of Management and Marketing
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course is an integrated course encompassing the principles of management, organizational behavior, and human resources management and marketing. This course will show students how to place management activities within the context of a global operating environment, with consideration given to ethical, legal, and corporate social responsibility issues; plan for the future of the organization using proven planning strategies; and structure an organization effectively, given its environment and strategy. This course also provides a firm foundation for an understanding of the challenges that face the marketing environment, ethics and other current developments in marketing.

MGNT 7330  Leadership and Motivation
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
A study of leadership and motivation. This course provides an overview of existing theories and models of leadership and motivation. Using readings, cases, discussion, and guest speakers, the course explains the importance of leadership, motivation, power, and influence in organizational life. Special emphasis is placed on leadership for change.
Prerequisite(s): Prior or concurrent enrollment with a minimum grade of "C" in MGNT 7331.

MGNT 7331  Managerial Decision Analysis
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
The course will provide a conceptual paradigm for decision makers to construct models and analyze decisions in today's business environment. Quantitative methods will be used to construct models with emphasis placed on representing real world problems and gaining insight and understanding of the decision making process. Specific models developed may include, but are not limited to, statistical fundamentals and probability for decision making, linear programming applications, multiple regression and forecasting models, and statistical quality control. The course will be spreadsheet based.

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, 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.