Management

This major emphasizes the integrative nature of the management discipline in planning, organizing, directing, and controlling contemporary profit and non-profit organizations. The program includes the study of both qualitative and quantitative contributions from the management sciences to provide the student with modern analytic concepts, tools, and techniques that can be used as aids to managerial decision-making. The impacts of the international environment and of the social responsibilities of managers receive special attention across the broad range of management courses. Various teaching methods are used in an effort to bring reality to classroom considerations of relevant business problems. The student who wishes to major in management can select one of five options:

1. the management major without an area of emphasis;
2. the management major with an emphasis in entrepreneurship and innovation;
3. the management major with an emphasis in hospitality management;
4. the management major with an emphasis in human resource management; or
5. the management major with an emphasis in operations management.

Management Major Without an Area of Emphasis

This major is intended to expose students to entrepreneurship, hospitality management, human resources, and operations management, as well as general management principles and practices.

Emphasis in Entrepreneurship and Innovation

This emphasis is designed for persons whose career aspirations include starting, managing, and developing their own businesses. The distinguishing characteristic of the emphasis is that it focuses on teaching students how to assume total responsibility for a business enterprise. This emphasis is especially appealing to self-motivated individuals who prefer to be their own bosses and who are unafraid of expressing and taking action on their ideas.

Emphasis in Hospitality Management

This Hospitality Program is designed to prepare students for careers in Restaurant or Hotel Management. Upon the completion of course work a semester long paid internship is required. This is intended to give students hands-on experience to complement their studies and to serve as a bridge to help start their careers.

Emphasis in Human Resource Management (HRM)

The human resource management emphasis allows a student to specialize in the study of personnel administration and human resource management. While this emphasis is especially appealing to individuals whose career aspirations are focused on working in the human resource management areas, the collection of courses included in this emphasis are relevant to managers in all areas of today's organizations.

Emphasis in Operations Management (OM)

The operations management emphasis allows the student to prepare for positions in manufacturing and other organizations with operations departments and for management careers in manufacturing and service organizations. While much of the course work focuses on manufacturing management, the approaches that are covered and the skills that are developed are generalizable to service operations and supply chain management.

Management Majors


Management Minors


HNRM 2333 Intro to Hotel & Restaur Indus
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
An introduction to the history of services management, the organizational forms and professional opportunities in the hospitality industry.

HNRM 3090 Selected Topics in Hotel and Restaurant Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Provides students with the opportunity to study contemporary and international topics and issues relevant to the hotel and restaurant management profession.

Cross Listing(s): HNRM 3090S.

HNRM 3090S Selected Topics in Hotel and Restaurant Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Provides students with the opportunity to study contemporary and international topics and issues relevant to the hotel and restaurant management profession.

Cross Listing(s): HNRM 3090.

HNRM 3331 Hospitality Industry Management I
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
An introduction to the history of services management, the organizational forms and professional opportunities in the hospitality industry.
MGNT 3130H 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 BUSA 1105 and Sophomore standing.
Cross Listing(s): MGNT 3130, MGNT 3130S.

MGNT 3130S 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 BUSA 1105 and Sophomore standing.
Cross Listing(s): MGNT 3130, MGNT 3130H.

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.
Cross Listing(s): MGNT 3134S.

MGNT 3134S 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.
Cross Listing(s): MGNT 3134.

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 3235.

MGNT 3235H 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 3235.
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, system 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.
Cross Listing(s): MGNT 3430H.

MGNT 3430H 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 Junior standing.
Cross Listing(s): MGNT 3430.

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.
Cross Listing(s): MGNT 4030S.

MGNT 4030S 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.
Cross Listing(s): MGNT 4030.

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.
Cross Listing(s): MGNT 4230S.

MGNT 4230S 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.
Cross Listing(s): MGNT 4230.

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 3234.

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 and MGNT 4333S.

MGNT 4333S 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 and MGNT 4333.

MGNT 4334 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, system 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 4335 Applied Human Resource 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 4336 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 3234.

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 and MGNT 4333S.

MGNT 4333S 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 and MGNT 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 and MGNT 4334S.  

MGNT 4334S  Workplace 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): MGNT 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 BBA status or 55 hours for non-BBA student.  

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 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.  

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.  
Cross Listing(s): MGNT 4830S.  

MGNT 4830S  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.  
Cross Listing(s): MGNT 4830.  

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.  
Cross Listing(s): MGNT 4890H.  

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