

# MANAGEMENT (MNGT)

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## MNGT 811 Leading People and Projects

**Crosslisted with:** MNGT 411

**Prerequisites:** Junior standing.

**Notes:** Credit toward the degree cannot be earned in both MNGT411 and MNGT465/865. Cannot be taken Pass/No Pass

**Description:** Organizations are complex systems calling for a leadership processes including the leader, the follower and the context to effect change. Students should emerge with an understanding of many of the basic concepts and generalizations about leadership, which relate to human behavior and interactions in organizations. Objectives and class activities focus on understanding how leaders function in organizations and on one's leadership operations in the organizational setting.

Participants will utilize concepts, generalizations, theories and frames of reference to analyze organizations and leadership to understand and improve their functions. Topics covered include: Systems Theory and Organizational theory, the change process and the leadership process, roles in changing organizations, power and politics in organizations, congruence of individual and organizational ethics, and the behavioral concerns in project management.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

## MNGT 817 Positivity for Managers

**Description:** An overview of most recent developments in the fields of positive psychology, mindfulness, and positive organizational scholarship. Will focus on proven positive psychology practices to develop skills to promote flourishing in yourself and those around you. Emphasis on how positivity can be applied at an organizational level to improve leadership and employee engagement.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

**Offered:** FALL/SPR

## MNGT 818 Organization Designs for Competitive Advantage

**Description:** The process of developing organization designs to increase competitive advantage. Discuss live cases of organizations, evaluate how well their structures support the strategies the Top Management Team has devised, and the impact on overall organizational success.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

**Offered:** FALL/SPR

## MNGT 819 Strategies for Sustainability

**Description:** Provides an examination of the challenges affecting business as a consequence of the overuse of natural resources and our potential to do damage to the world's eco- and natural systems. Will examine these issues with an eye on how such challenges affect business in general, and some industries and sectors in particular.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

**Offered:** FALL/SPR

## MNGT 821 Initiating and Managing Entrepreneurial Growth

**Crosslisted with:** ENTR 821

**Prerequisites:** MNGT 321 and 360

**Description:** Focuses on the management of new firms, including small businesses designed to be lifestyle ventures and firms destined to grow. Exposure to variety of growth opportunities including franchising, organic growth and expansion of smaller businesses or units within larger firms. Teaches how to manage a new business and exploit an entrepreneurial opportunity and manage resources to sustain the firm once the business is running. Learn through a variety of hands-on methods designed to enhance their critical thinking and practical business skills. Case study analysis and exposure to thought leadership in the field are part of the core learning methods.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

## MNGT 822 Managing Rapid Growth and Change in Organizations

**Crosslisted with:** ENTR 822

**Prerequisites:** MNGT 321 or 360

**Description:** Addresses financial, human resource, operations and marketing issues that face entrepreneurs whose businesses are confronted with significant growth. In addition, will learn change management concepts that are targeted towards managing an organization in extremely turbulent times. Prepares students to work in fast-growth firms, whether they are interested in starting their own business or joining an already established fast-growth firm. Helpful for students interested in fast-growth industries such as life science and high technology.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

## MNGT 823 Business Plan Development and Decision Making

**Crosslisted with:** ENTR 823

**Prerequisites:** MNGT 321 or MNGT 360

**Notes:** ENTR 823 may be taken by non-management majors with departmental permission.

**Description:** Takes an in-depth look at the business planning process. By the end of the class, students produce their own business plans. Learn through their own business plan writing, through in-depth cases studies, by engaging in role plays and by interacting with business executives. Business plans are a critical part of any organization, thus, preparing students to develop business plans for a variety of new concepts and ideas, whether inside an established firm or as part of the start-up new venture. Students will be asked to enter their business plans into the business planning competitions in which the University participates.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

### **MNGT 828 Leadership in a Global Context**

**Prerequisites:** MNGT 311 or MNGT 360; or permission.

**Notes:** Credit towards the degree cannot be earned in both MNGT 414 and 828.

**Description:** Taught from the perspective of US enterprises operating in the global economy. The manner in which cultural, economic, political, and social differences affect the management of business, governmental, military, and other enterprises is considered. Emphasis on problems of managing in Latin America, Europe, and Asia.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

### **MNGT 840 Corporate Strategy and Entrepreneurship**

**Description:** Understand, analyze, and problem solve around the array of decisions that, entrepreneurs, managers, and CEOs consider when determining where and how to grow. Learn and apply qualitative decision frameworks that enable more thorough decision analysis to your own company or a company that you work for, cases studies, and your own personal growth path

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

### **MNGT 850 Management Information Systems**

**Description:** Education or experience with computers and/or experience in administration. Consideration of kinds of information needed to support the full spectrum of decision making in private and public organizations. Techniques of measuring and reporting on outcomes of managerial decisions. The design of management information systems (MIS) with regard to the proper role of the computer, systems analysts, programmers, managers and users, data management technology, and kinds of computer hardware and software.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

**Prerequisite for:** MNGT 988

### **MNGT 851 Strengths Coaching, Theory and Practice**

**Crosslisted with:** MNGT 451

**Prerequisites:** Accepted as a Student Strengths Coach.

**Notes:** Required course towards becoming a Certified Student Strengths Coach through the Clifton Strengths Institute.

**Description:** Provides in-depth knowledge of strengths-based development and techniques to maximize the individual potential of others through the exploration and application of CliftonStrengths. Develops skills to be successful in coaching and positively impacting student development, engagement, and well-being in college and after graduation.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

**Offered:** SPRING

### **MNGT 859 Managerial Negotiations**

**Crosslisted with:** MRKT 859

**Description:** Designed to help managers and professionals deal with a broad range of negotiation issues. Provides an understanding of the theory and processes of negotiations and develops skills that can be used to negotiate in a variety of settings.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

### **MNGT 862 Labor Relations**

**Crosslisted with:** MNGT 462

**Prerequisites:** Junior standing; MNGT 360 or ECON 381.

**Description:** Interdisciplinary approach to labor-management relations with emphasis on collective bargaining and grievance administration. Appreciation of collective bargaining process gained through actual negotiating of a labor-management contract. On-going union-management relationships explored.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

### **MNGT 863 Compensation Administration**

**Prerequisites:** MNGT 360 and 361

**Description:** Design and administration of compensation systems. Deals with determinants of general level of pay, pay structures, wage and salary surveys, job analysis, job evaluation, performance evaluation, benefit plans, and financial incentive systems.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

### **MNGT 864 Talent Acquisition and Staffing**

**Prerequisites:** MNGT 360 and 361

**Description:** This course will explain the process by which organizations forecast employment needs, recruit potential employees, select high potential candidates from applicant pools, assess job performance levels, give feedback, train and develop existing employees, and deal with voluntary and involuntary turnover. Students will be provided with examples of tools used by HR professionals in the staffing process. Students will also be expected to evaluate and suggest improvements to real HR recruiting and selection systems based on the information learned in the classroom.

**Credit Hours:** 3

**Max credits per semester:** 3

**Max credits per degree:** 3

**Grading Option:** Graded

**MNGT 866 The Regulatory Environment for Employment and Labor****Crosslisted with:** ECON 485, MNGT 466, ECON 885**Prerequisites:** Junior Standing; MNGT 360 and 361 (departmental permission is required if MNGT 360 and/or MNGT 361 have not been completed).**Description:** Government regulation of employment and labor relations. Includes laws and agencies relating to employment practices, pay, hours, equal employment opportunity, labor relations, safety, health, pensions, and benefits. Social and economic implications of governmental regulation considered.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**Groups:** Labor Economics**MNGT 871 Nonprofit Management****Description:** Provide an overview of the management skills required by leaders of nonprofit organizations. Discuss the purpose or mission of a nonprofit organization and its place in society. Examine the importance of an organizational vision of success, and how that can lead to a well-developed strategic plan.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**Offered:** FALL/SPR**MNGT 875 Business Strategies****Crosslisted with:** MNGT 475**Prerequisites:** Open only to students in the College of Business. SR; 2.5 GPA; major in the College of Business; BSAD220; ACCT201 and ACCT202; ECON211 and ECON212; FINA 361; SCMA350 and SCMA331; MNGT301; SCMA 331; MRKT 341; or equivalent.**Notes:** Seniors graduating at the end of the current term will have first priority. Non-priority students may be dropped. Cannot be taken Pass/No Pass.**Description:** Learn the principal concepts, frameworks, and techniques of strategic management. Formulate and apply business strategies, analyze cases, explore business simulations, and gain an understanding and appreciation of how strategy affects careers, company performance, and industry attractiveness.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 899 Masters Thesis****Prerequisites:** Admission to masters degree program and permission of major adviser**Credit Hours:** 1-10**Min credits per semester:** 1**Max credits per semester:** 10**Max credits per degree:** 99**Grading Option:** Grade Pass/No Pass Option**MNGT 905 Research Design and Methodology****Prerequisites:** Permission**Description:** Research designs appropriate for basic and field research, including methodology for implementing such designs. An analysis of various statistical methods for evaluating research data. Includes prospectus and manuscript writing and submission; critical review of various research currently published.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 932 Business History****Description:** History of business of the leading nations with emphasis on the United States, including the effect of environment upon business, the development of entrepreneurship and management, and the impact of business upon the community and nation. Case histories and entrepreneurial-managerial appraisals.**Credit Hours:** 2-3**Min credits per semester:** 2**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 941 Management Science****Prerequisites:** Graduate students who have completed all quantitative core requirements equivalent to MATH 104 or 105; ECON 215; and MNGT 331**Description:** Main concepts and techniques of modern management science for management decision analysis. Application of the tools to real-world decision-making situations.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 954 Advanced Topics in Information Systems****Prerequisites:** Permission**Description:** Identifies and addresses the current issues in Information Systems. Includes technical and managerial aspects, e.g., Internet, software project management, etc.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 960 Organizational Behavior****Prerequisites:** Permission**Description:** Human behavior within organizations. Research findings and the contributions of behavioral science.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded

**MNGT 969 Organization and Management Theory****Prerequisites:** Permission

**Description:** Major historical perspectives and some of the current competing paradigms in the field of organization theory. Classical management theory, human relations theory, the technology-structure and structure-environment contingency perspectives for organizational design, strategic human resource management, organizational culture, institutional theory, and such current topics as organizational demography and groups in organizations. Critiquing the theoretical perspectives on both conceptual and methodological dimensions as well as developing comparisons and contrasts between the perspectives. Critical elements of theory building in the organizational sciences and the frameworks for examining organizational theory.

**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 971 Strategic Leadership****Prerequisites:** Permission

**Description:** The effect of leadership throughout organizations on successful development and execution of organizational strategies. Strategic leadership in organizations and its relationship to domains such as top management teams, board leadership development, organizational visions and cultures, and organizational effectiveness. Relevance of strategic leadership theory and practice to organizational change and/or transformation, strategic alignment, organizational, adaptability, global organizational systems, and authentic organizational decision-making and cultures.

**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 980 Seminar in Interpersonal Processes in Organizations****Prerequisites:** Permission

**Description:** Field of organizational behavior at the individual level. Two specific features of human behavior: understanding how individuals interact with their environment to explain behavior and performance; and how individuals interact with other actors in their work environment to both facilitate and evaluate attitudes and behavior. Students read existing research literature to learn the "classic" studies that serve as the foundations for significant organizational behavior theories, and to understand the current conceptual trends, hypotheses, and methodologies involved in advancing these theories.

**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 981 Seminar in Labor Relations****Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 982 Seminar in Human Resource Management****Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 983 Seminar in Organizational Behavior****Prerequisites:** Permission

**Description:** Capstone seminar in the organizational behavior track. Reflection, perspective and the future of topics in the field of organizational behavior including research methodology, social learning theory/organizational behavior models, managerial activities/behaviors, cross-cultural/international research, and leadership.

**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 984 Seminar in Operations Management****Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 985 Seminar in Strategic Management and Business Policy****Prerequisites:** MNGT 876 and GRBA 853, or equivalent**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 988 Seminar in Management Information Systems****Prerequisites:** MNGT 950 or equivalent**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 989 Seminar in Organization and Management Theory****Prerequisites:** Permission

**Description:** Current paradigms in the field of organizational theory. Transaction cost economics, agency theory, strategic choice and decision-making, resource dependency, power, population and community ecologies, and interorganizational networks. Current topics in organizational theory. Critiquing the theoretical perspectives on both conceptual and methodological dimensions as well as developing comparisons and contrasts between the perspectives. Ethical code of conduct and other issues involved in publishing in the organizational sciences.

**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 990 Seminar in History of Management Thought**

**Description:** Development of management thought from the ancient civilizations of Sumer and Egypt, through the Middle Ages, to more recent developments. Scientific Management School, the contributions of Henri Fayol, and the Hawthorne research. The evolution of management as a body of knowledge.

**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded

**MNGT 994 Seminar in Selected Topics I**

**Prerequisites:** Management department permission

**Credit Hours:** 3-6

**Min credits per semester:** 3

**Max credits per semester:** 6

**Max credits per degree:** 6

**Grading Option:** Graded

**MNGT 995 Seminar in Selected Topics II**

**Prerequisites:** Management department permission

**Credit Hours:** 1-6

**Min credits per semester:** 1

**Max credits per semester:** 6

**Max credits per degree:** 6

**Grading Option:** Graded

**MNGT 996 Directed Reading or Research**

**Credit Hours:** 1-6

**Min credits per semester:** 1

**Max credits per semester:** 6

**Max credits per degree:** 24

**Grading Option:** Graded

**MNGT 999 Doctoral Dissertation**

**Prerequisites:** Admission to doctoral degree program and permission of supervisory committee chair

**Credit Hours:** 1-24

**Min credits per semester:** 1

**Max credits per semester:** 24

**Max credits per degree:** 99

**Grading Option:** Grade Pass/No Pass Option