



## *College of Business & Economics Courses*

### **MANAGEMENT COURSES (250)**

**Field trips may be required for any of the courses. Students should check with the Associate Dean, College of Business and Economics, to find out when courses will be offered and the current prerequisites.**

#### **250-696 Special Studies -- 1-3 cr**

A limit of three credits can be applied toward a major or six credits toward degree.

Prereq: Consent of instructor.

#### **250-705 Information System Foundations -- 3 cr**

An introductory course intended to provide a basic knowledge of information systems and computers. Includes the study of information system concepts, the use of information systems for management decision-making, the impact of information systems on management, user application development, hands-on experience, elementary programming, and productivity packages.

#### **250-719 Operations Management -- 2 cr**

A survey course focusing on the performance of managerial activities entailed in selecting, designing, operating, controlling, and updating productive systems. This life cycle approach will include treatment of non-manufacturing activities, and will draw heavily upon latest developments in the field.

Prereq: 260-702, 230-703, and 250-705.

#### **250-721 Organizational Behavior -- 2 cr**

The course explores the behavior of people in organizations as individuals, and as group members in an organizational context. An analysis of human problems in organizations and the application of results of behavioral science research to organizational problems are included.

#### **250-734 Introduction To Computer Based Information Systems -- 3 cr**

A course applicable to all MBA students that examines the role and nature of Computer Based Information Systems (CBIS) in organizations and investigates the effects of these systems on managerial decision making. Emphasis is placed on the analysis of business environment, planning/organizing/controlling CBIS effort, and designing/implementing

in a fourth generation language.

Prereq: 250-705 or its equivalent or consent of instructor.

**250-738 Management Of Technology -- 3 cr**

This is a graduate course designed to acquaint the student with the foundations and the processes of research, development, technology, and innovation. This course draws upon current literatures in the management of engineering and technology-based organizations. Students are exposed to the workings of technology within the company, from its generation in the research and development function, to its commercialization as new products and services.

**250-742 Decision Support Systems -- 3 cr**

A study of computer information systems which assist managers in their problem solving and decision making responsibilities. Emphasis is on the specification and design of such systems including user interfaces, modeling, and data analysis and design. Students will learn to use a DSS/fourth generation modeling language. Applicable to all MBA students. Prereq: 250-734 or its equivalent.

**250-743 Database Management -- 3 cr**

An introduction to data design and the management of data as a corporate resource. An in-depth study of the relational database model with emphasis on loading, modifying and querying the database using a host language like SQL. Prereq: 250-734.

**250-744 Managing Health Services Organizations -- 3 cr**

This course examines the tasks, functions, activities, and practical skills employed by managers in Health Services Organizations. In the context of a dynamic health care environment, managerial roles, practices, concepts, and techniques such as organizational design, decision making, and ethical considerations that transcend levels of organizational hierarchy will be emphasized. Prereq: Graduate standing or consent of the instructor.

**250-745 Building Effective Organizations -- 2 cr**

The course surveys concepts and research in the analysis of an organization. It examines the history of organization theory, as well as environmental and technological influences on organizational effectiveness. Contemporary developments in management and organization theory are also reviewed.

**250-751 Seminar In Human Resource Management -- 3 cr**

An examination of the organization and administration of the personnel function in management. It is concerned with the employment, training, safety and health, employees services, and employee relations functions of personnel administration. Attention is focused on a limited number of topics drawn from these areas so more crucial concepts and methods involved may be dealt with in-depth.

**250-752 Current Issues In Compensation And Benefits -- 3 cr**

An examination of compensation programs in profit/ nonprofit organizations. It is concerned with a detailed study of job structures, job evaluation, performance appraisal, wage surveys, basic systems/plans of compensation, and fringe benefits. Attention is focused on a limited number of topics from these areas so more crucial concepts/methods may be dealt with in-depth.

**250-753 Training And Development -- 3 cr**

The course will emphasize the theories of Management Training and Development, and the practical application of these theories in today's organizations. Special emphasis will be on current topics in the field of Human Resource Development, including: training self-directed work teams, managing a diverse work force, and the practical application of designing programs in today's environment. This will include actually designing a needs analysis and training evaluation programs. The course will frame the concept of training and development within the applicable theory of adult learning.

**250-754 Expert Systems In Business -- 3 cr**

An introduction to the application of expert systems to the solution of business problems. The student learns to select business problems which can be solved through the use of expert systems. The student learns to structure expert systems to solve appropriate business problems.

Prereq: 250-742 and 250-743.

**250-758 Management And Labor Relations -- 3 cr**

Primary concern is with contract negotiation and administration. Emphasis is on understanding the forces affecting the decisions of the parties to a labor contract. A dynamic approach is taken to examine difficulties that arise in attempting to administer a collectively established relationship. Study of conflict resolution including mediation and arbitration.

**250-759 Social Responsibility Of Business -- 2 cr**

The course analyzes (1) a broad spectrum of social, political, ethical, and legal frameworks within which organizations must function, and (2) social trends and their underlying causes as they can affect businesses.

Prereq: 250-745 or 250-721 or 240-721.

**250-760 Strategic Management Of Human Resources -- 3 cr**

This course examines strategic human resources (HR) management and HR planning. Applicable theories and methods of strategic, operational, and tactical planning and their relationship to HR management are covered, as well as the multiple roles HR plays in assisting organizations to gain and sustain competitive advantages in a fast-paced environment.

**250-761 Supply Chain Systems -- 3 cr**

The course uses a supply chain management framework to study flow of material.  
Topics

include capacity planning, production systems, production planning, material planning, sourcing, and delivery of products. In addition, the role of information systems in integrating

operations throughout the supply chain is discussed. The course uses case studies and research presentations.

Prereq: 250-719.

### **250-762 Integrated Resources and Project Management -- 3 cr**

The course provides an examination of methods and tools available to manage complex systems. Areas of study include project management decision trees/matrices, advanced forecasting and inventory models, simulation and information technologies.

Prereq: 250-719.

### **250-763 Global Operations Management -- 3 cr**

The objective of this course is to enhance the student's ability to conceptualize and manage global operations effectively. A wide range of topics, concepts, theories, and tools related to the operations of both manufacturing and service firms are explored from an international perspective. In addition, the comparative position of U.S. production systems is evaluated with those of Japan, Europe, Latin America, and South East Asia. The focus is on covering those aspects of operations management that can help firms become more competitive globally. The aim of the course is to provide the managers with an understanding of the production of goods and services in an international environment through a review and critique of current literature.

Prereq: 250-719 (can be taken concurrently).

### **250-768 Operations Strategy -- 3 cr**

A course focusing on strategic implications of operations decisions facing the top manager, such as the operations vice-president or plant manager. Cases are used to identify, analyze and recommend solutions to specific problems resulting from corporate decisions taken in the areas of processes and infrastructure. Current trends in selected industries are discussed.

Prereq: 250-719

### **250-769 Quality Issues In Operations -- 3 cr**

A course focusing on qualitative and quantitative techniques used to study and improve quality of operations in manufacturing and service organizations. It covers topics such as quality philosophy, statistical process control (SPC), acceptance sampling, tools for quality improvement, product and process design. The role of quality in the entire cycle including product/ service design, development, production, delivery, and customer support is emphasized. An individual research paper and presentation covering the topic of interest will be used.

Prereq: 250-719.

### **250-770 Organization Design -- 3 cr**

Application of organization theory to the structuring of organizations. The course examines organizational configurations and their effectiveness in different situational

contexts to provide a rationale for management practice.  
Prereq: 250-745 or 250-721.

**250-771 Strategic Management -- 3 cr**

The course surveys the theoretical backgrounds of strategic management. It also covers practical methods and applications of strategic management models based upon existing theory, research, and practice. Comparative analysis of emerging strategic management frameworks are examined with implications for management practice.

Prereq: 250-745 or 250-721.

**250-777 International Management -- 3 cr**

The course deals with concepts, issues, problems, and research in international management, with a focus on the international application of: (1) strategic management, (2) organizational theory and design, (3) organizational behavior, culture, conflict, leadership, and communication, (4) ethical issues, and (5) development, control, and coordination of international subsidiaries.

Prereq: 250-745 or 250-721.

**250-784 Simulation For Managerial Decision Making -- 3 cr**

A quantitative course designed to familiarize the students with the use of computer simulation. Emphasis throughout is on the use of simulation as an aid to managerial decision making. Students are taught to focus simulation studies on tractable questions, to draw conclusions from simulation results, and to bring these conclusions into the managerial context. Examples of applications in manufacturing and service industries are studied throughout the semester. Students write short simulation programs using a specialized discrete event simulation computer language, and analyze simulation generated data using statistical software.

Prereq: 230-703 or equivalent, and 250-211 or 250-705 or equivalent.

**250-788 Strategic Decision-Making -- 2 cr**

The course analyzes organizational environments from the perspective of top management in their efforts to manage a firm's mission, goals and corporate strategy. Case analyses are used extensively to provide students with an opportunity to apply course content to real businesses. Corporate social responsibility and business ethics are also covered.

Prereq: Last semester of program.

**250-789 Readings And Research In Management -- 3 cr**

Study of a selected area in management through readings and/or empirical research.

Prereq: Permission of instructor and department chairperson.

**250-790 Workshop -- 1-6 cr**

**250-794 Seminar -- 1-3 cr**

**250-798 Individual Studies -- 1-3 cr**

Student and adviser decide the study, with the consent of the professor in charge of the study and the approval of the College Graduate Studies Committee. Consult the Associate Dean's Office for further information/limitations.

**250-799 Thesis Research -- 1-6 cr**

Students must complete a Thesis Proposal Form in the Graduate Studies Office before registering for this course. Requires advance approval of the MBA Program Director.