

# Management Courses

## (MANGEMNT)

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

### MANGEMNT 691

**Travel Study 1-3 u**

### MANGEMNT 696

**Special Studies 1-3 u**

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

Prerequisite: Consent of instructor.

### MANGEMNT 738

**Management Of Innovation 3 u**

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.

### MANGEMNT 741

**Organizational Behavior 3 u**

Organizational Behavior is the study of many factors that impact how individuals and groups act, think, feel, and respond to work and organizations, and how organizations in turn respond to their environments. It provides a set of tools for understanding, analyzing and predicting individual and group behavior in organizations, and offers managers means to improve, enhance, or change organizational behavior such that individuals, groups, and the whole organization can achieve their goals.

### MANGEMNT 745

**Building Effective Organizations 2 u**

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.

### MANGEMNT 751

**Staffing and Evaluation 3 u**

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.

## MANGEMNT 752

### **Current Issues In Compensation And Benefits 3 u**

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.

## MANGEMNT 753

### **Training And Development 3 u**

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.

## MANGEMNT 757

### **Leadership Development 3 u**

The Leadership course presents evidence-based models of leadership. It focuses on the development of authentic leaders through the enhancement of individual self-awareness, acquisition of knowledge on effective leadership practices in organizations, and a critical evaluation of the contextual, cultural, and individual factors that enable or constrain leadership action and effectiveness.

## MANGEMNT 758

### **Management And Labor Relations 3 u**

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.

## MANGEMNT 759

### **Social Responsibility Of Business 2 u**

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.

## MANGEMNT 760

### **Strategic Management Of Human Resources 3 u**

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.

## MANGEMNT 762

### **Project Management And Enterprise Resource Planning 3 u**

This course is designed to develop a basic understanding of project management methodology and Enterprise Resource Planning (ERP). Upon completion of this course students will be able to analyze operations and setup ERP systems. Topics may include team management, PERT/CPM, and development of operational decision support systems through the use of macros and visual basic. The course may require visiting/working with local firms in setting up such systems or working on cases. Prerequisite: MANGEMNT 719 or ITSCM 734 or equivalent.

## MANGEMNT 764

### **Sustainable Management 3 u**

This course focuses on proving concept and methodologies relevant to ensuring businesses can sustainably manage their operations. Topics include an introduction to sustainable management, organizational response, redefining business models, product design, realigning supply chains, social sustainability, and the role of Non Governmental Organizations (NGOs). Specifically, the course will examine issue related to managing and implementing green and developmental projects.

## MANGEMNT 770

### **Organization Design 3 u**

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.

## MANGEMNT 771

### **Strategic Management 3 u**

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.

## MANGEMNT 777

### **International Management 3 u**

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.

## MANGEMNT 787

### **Business Policy & Strategy 3 u**

Business Policy and Strategy is a case based course that identifies the firm's competencies as the building blocks of strategies. Strategies that may implemented to make the firm competitive in a global business environment.

Prereq: 24 units

## MANGEMNT 788

### **Strategic Decision-Making 2 u**

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.

Prerequisite: Last semester of program.

## MANGEMNT 789

### **Readings And Research In Management 3 u**

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

Prerequisite: Permission of instructor and department chairperson.

## MANGEMNT 790

### **Workshop 1-6 u**

## MANGEMNT 793

### **Practicum in Management 1-3 u**

This course provides students, under the direction of a faculty advisor, the opportunity to apply their theoretical backgrounds in settings ranging from internships in accounting organizations to other approved activities related to the practice of supply chain management. A learning contract will be developed by the faculty advisor, professional supervisor (if applicable), and student that clearly delineates the expectations and responsibilities of each party involved in the practicum.

## MANGEMNT 794

### **Seminar 1-3 u**

## MANGEMNT 796

### **Special Study 1-3 u**

## MANGEMNT 798

### **Individual Studies 1-3 u**

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

## MANGEMNT 799

### **Thesis Research 1-6 u**

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.