

# MANAGEMENT (MGMT)

## MGMT 402 - BUSINESS ANALYSIS

This course provides the fundamental concepts of business analysis that are essential to the practice and further advanced study in the field. The course will cover the International Institute of Business Analysis BABOK® knowledge areas, business analysis skills and techniques. Topics will include business analysis planning and monitoring, elicitation, requirements management and communication, enterprise analysis, requirements analysis, solution assessment and validation. Cross-listed with INFS 402.

Credits: 3

Prerequisites: INFS 401

## MGMT 403 - STATISTICS FOR BUSINESS DECISIONS

Covers quantitative techniques used in human resource management, market research, operations management, I/O psychology and other business research arenas. Students are provided both a conceptual understanding of the various statistical tests available and the ability to interpret the results of quantitative analyses which support decision-making in a business context. Topics include problem analysis, research design, data presentation, probability, regression analysis, statistical inference, and other related techniques. Cross-listed with ECON 436.

Credits: 3

## MGMT 405 - SOCIAL ENTREPRENEURSHIP I: CREATING THE VISION

This course is for students who will found or lead businesses that also have a social mission, or will advise or work with social entrepreneurs, as they seek to jointly create social and business value. It is the goal of this course to prepare students to lead companies that have embedded social missions and to engage various stakeholders that are at the nexus of business and social value.

Credits: 3

## MGMT 406 - SOCIAL ENTREPRENEURSHIP II: IMPLEMENTATION

In Social Entrepreneurship II, we actually become social entrepreneurs by studying the everyday structural, legal and financial challenges associated with launching a business enterprise in its efforts to create social impact. Students will take their business model from Social Entrepreneurship I, and further develop it by performing additional market research, prototyping and practicing continuous investor initiatives.

Students will work through issues of market analysis, technology viability assessment, competitive positioning, team building, product life cycle planning, marketing strategy and financing, with a major emphasis on learning how to attract investment capital. Cross-listed with SENT 406.

Credits: 3

Prerequisites: MGMT 405 or SENT 405

## MGMT 407 - EXECUTIVE LEADERSHIP

Principles of organization required for successful management and the ability to lead subordinates. Topics include employee motivation, leadership theories, ethics, decision making, conflict management, group dynamics, power and politics, and organization culture.

Credits: 3

## MGMT 414 - DATA PREPARATION & CLEANSING

This course provides in-depth examination and application of the data preparation and cleansing processes, which yield high-quality data that appropriate for subsequent analysis. Topics include: Importance of data cleansing, planning in data collection, Sampling Theory and Group Analysis, using large datasets with probability, screening data, dealing with missing or incomplete data, dealing with extreme and influential data points (outliers), data transformation, and reliability. This class also provides basic instruction in the use of R statistical software.

Credits: 3

## MGMT 420 - CORPORATE SOCIAL RESPONSIBILITY

Students will explore the challenges inherent in creating and leading organizations that perform well financially as well as environmentally and socially. The course will cover contemporary challenges in ethics, corporate social responsibility (CSR) and sustainability ; a company's CSR strategy is an important factor in attracting top talent. Many stakeholders are seeking organizations that are focused on the triple bottom line: people, the planet and revenue.

Credits: 3

## MGMT 421 - OPERATIONS MANAGEMENT

Managerial issues in operations including management of technology, operations strategy for both manufacturing and service industries, and management for quality. Case studies.

Credits: 3

Prerequisites: MGMT 403

## MGMT 423 - PEOPLE MANAGEMENT AND ORGANIZATIONAL BEHAVIOR

This course integrates people management, organizational behavior, and leadership so that the students gain an advanced understanding of how to move an organization to sustained success based on a richer understanding of these issues leading to greater alignments with business strategies and goals and ongoing environmental and other challenges. This course is critical in understanding how to effectively acquire and manage human capital in an organization to improve organizational performance. It provides insights into attaining higher productivity, effectiveness, efficiency and, in general, good citizenship and reducing dysfunctional behavior.

Credits: 3

Course Notes: This course was formerly BEHAVIORAL SCI SYST FOR MGMT

## MGMT 432 - LABOR AND EMPLOYEE RELATIONS

Course focuses on both unionized and non-unionized employee relations. Labor relations portion focuses on labor law, union structures, collective bargaining process, collective bargaining agreement features, grievance handling, analysis of labor-management conflict, and conflict resolution options. Non-union employee relations portion focuses on developing policies designed to create a productive, supportive work environment for employees, specifically examining how employees and supervisors resolve conflicts and communicate to achieve a climate that enhances performance. Cross-listed with HRM 432.

Credits: 3

Prerequisites: HRM 400

## MGMT 440 - BUSINESS PLAN & STRATEGY NEW VENTURES

Applied course in entrepreneurship. Selection and evaluation of a specific business concept; research into industry trends, competition, and the target market; marketing strategies. The completed business plan is presented in written and oral forms.

Credits: 3-18

Prerequisites: MKTG 406

**MGMT 470 - ORGANIZATIONAL CHANGE AND DEVELOPMENT**

Managerial and strategic issues involved with implementing innovation and change in contemporary business organizations. The entire change process from problem diagnosis and needs assessment through evaluation. Models of change and techniques for change at the individual, departmental, and organizational levels; managing resistance to change.

Credits: 3

Prerequisites: MGMT 423

Course Notes: If software is required, contact the instructor on the first, day of class for the required simulation or other software, (\$30-\$50).

**MGMT 473 - SPECIAL TOPICS IN STRATEGIC MANAGEMENT**

A one-credit course that explores a special topic within the field of strategic management. Students will complete up to three special topics seminars, each focusing on a different topic. Guest lecturers will speak on their areas of expertise.

Credits: 1

Course Notes: Consent of Instructor

**MGMT 488 - PROJECT MANAGEMENT**

Applied approach to the study of project management. An integrative framework for understanding principles and practices of project management, including origins, applications, and philosophy. The role of project management in organizations; the use of teams in and implementation of project management practices. Cross-listed with INFS 488.

Credits: 3

**MGMT 489 - STRATEGIC MANAGEMENT -- SINGLE BUSINESS ORGANIZATIONS**

Strategy in the context of a total enterprise from the standpoint of top management. Students will determine organizational mission and objectives, analyze the company and the industry, and balance the tensions between strategy and social responsibility, strategy and competitive advantage, and strategy and various forms of diversification. Cases cover large, small, profit, and nonprofit single business organizations. This course should be taken near the end of the MBA program as it requires decision-making based on prior graduate studies.

Credits: 3

Prerequisites: ACCT 405 and FIN 408 and MGMT 403 and MKTG 406

**MGMT 490 - MULTIDIVISIONAL ORGANIZATIONS**

This course focuses on understanding and applying innovation management concepts and processes in domestic and global enterprises. Students will explore the main innovation sources, types, models, strategies and exemplary practices. The course will address the timing for entry of innovative products and services along with technological and market strategies. The course will also address the design of effective strategies based on particular technological capabilities and competitive markets. The students will acquire skills for formulating and implementing innovation strategies with creative thinking and knowledge about the organizational and managerial aspects of innovation management.

Credits: 3

Prerequisites: MGMT 489

**MGMT 491 - SPECIAL TOPICS IN MANAGEMENT**

Simulations may be used at no cost to the students. Virtual visits with management leaders and executives may be required. This course provides a comprehensive integration, evaluation, and application of management principles for solving contemporary management issues that enable and promote best practices in managerial leadership. The foundational concepts, tools, and management best practices frameworks will be applied to complex and contemporary issues that managers must address in order to appropriately align their planning, organizing, leading and controlling to ensure a healthy, productive, and thriving enterprise.

Credits: 1-3

**MGMT 492 - PROFESSIONAL MANAGEMENT INTERNSHIP**

A supervised professional learning experience at a business or non-profit site. Must be arranged with internship coordinator and/or program director. Maximum of 3 credit hours can be applied to graduate business program.

Credits: 1-3

Course Notes: Internship requirements vary by assignment, consent is required by the instructor.

**MGMT 585 - GRAD INTERNSHIP**

The Graduate Internship is a capstone experience intended to help students integrate coursework with the practice of administration and to reflect on their own development as professionals. Students work under the supervision of university faculty and a cooperating administrator at the internship site.

Credits: 3

**MGMT 598 - INDEPENDENT STUDY**

This course is intended to give students the opportunity to deepen their understanding of an area of study or explore new areas not covered in the courses offered while earning graduate credits. While students do select their own topics of study, they must get the approval of the dean and a faculty member who will be supervising the study. Course can be repeated up to 12 hours.

Credits: 3