

# MGMT - Management

## Department of Management

Courses numbered 100 to 299 = *lower-division*; 300 to 499 = *upper-division*; 500 to 799 = *undergraduate/graduate*.

### **MGMT 190B. Growing Rural Businesses (1-3).**

This course is designed to help rural businesses grow. The course topics include market research, vendor relationships, financials, and advertising strategy.

### **MGMT 360. Principles of Management (3).**

An overview of concepts, theories and practices that apply to the management of work organizations. Includes organizational goals, corporate strategy, structure, decision making, leadership, motivation, communication, group dynamics, organizational change and the international dimension of business. Prerequisite: junior standing.

### **MGMT 390. Special Group Studies in Management (1-3).**

Repeatable for credit with departmental consent. Prerequisite: advanced standing.

### **MGMT 430. Business, Government and Society (3).**

An examination of the environments in which business operates: economic, political, social/cultural, technological, international, ecological and legal. Includes business-government relations, social responsibility, business ethics, government regulation, legal framework and international business. Prerequisites: MGMT 360, junior standing, advanced standing.

### **MGMT 450. Negotiating Across Cultures (3).**

Cross-listed as IB 450. Regardless of one's chosen career, industry, title, status or role in an organization, one continually negotiates. If one manages or is managed, leads or is led, sells or is sold, buys or is bought, hires or is hired, fires or is fired, empowers or is empowered, one negotiates. Any time one requests or is requested to do something, one negotiates. The quality and effectiveness of one's career and life will be strongly influenced by one's ability to effectively negotiate. The better one understands the person(s) with whom one negotiates, the more effective negotiator one will be. Understanding the other person(s) includes understanding his/her/their culture, expectations, objectives, motivations, decision-making processes, and rationale for behavior. Focuses on bargaining and negotiating in a wide variety of settings, from simple buyer/seller negotiations to multiple-issue/multiple-party negotiations. Touches on principal differences among cultures and how those differences may affect negotiations and outcomes. Prerequisites: IB 333, junior standing, advanced standing.

### **MGMT 460. Designing Effective Organizations (3).**

Studies how work and workers can be structured to best accomplish the goals of an organization. Explores the interplay of design, technology, strategy, environment, and discusses frameworks that promote growth, market responsiveness, innovation and global competitiveness. Emphasizes skills necessary for managing change for maximum effectiveness of individuals, work groups and the organization as a whole. Prerequisites: MGMT 360, junior standing, advanced standing.

### **MGMT 462. Leading & Motivating (3).**

Studies theories of human motivation and adaptation of these theories to programs in organizations. Probes concepts of authority and delegation and analyzes leadership styles. Prerequisites: MGMT 360, junior standing, advanced standing.

### **MGMT 462H. Leading & Motivating Honors (3).**

Studies theories of human motivation and adaptation of these theories to programs in organizations. Probes concepts of authority and delegation

and analyzes leadership styles. Prerequisites: MGMT 360, junior standing, advanced standing.

### **MGMT 463. Building Effective Work Teams (3).**

Significant changes in the business environment have motivated widespread support for the use of teams to accomplish work-related tasks. Course promotes an understanding of the organizational context of team culture through an analysis of how teams form, and group processes that enhance goal accomplishment. Emphasizes skills necessary to manage the organization's culture, improve group performance and increase collaboration among team members. Prerequisites: MGMT 360, junior standing, advanced standing.

### **MGMT 464. Communicating Effectively in Organizations (3).**

Examination of the design of organizational communication systems. Includes an introduction to communication models and the analysis of the interpersonal communication process. Prerequisites: MGMT 360, junior standing, advanced standing.

### **MGMT 481. Cooperative Education (1-3).**

An academic program that expands a student's learning experiences through paid employment in a supervised educational work setting related to the student's major field of study or career focus. Repeatable for credit. Prerequisites: junior standing, advanced standing, and 2.250 GPA.

### **MGMT 481N. Internship (1-3).**

Complements and enhances the student's academic program by providing an opportunity to apply and acquire knowledge in a workplace environment as an intern. Prerequisite: departmental consent.

### **MGMT 491. Independent Study/Project (1-3).**

Courses may be of two general types. The first consists of doing research, readings or other scholarly investigation in a subject area that is coordinated by a faculty member. The topic and scope would be mutually agreeable to the student and the faculty member. The second consists of doing a specific project for an organization, which might require the student to do research. The student may be embedded in an organization (either with or without pay) and under the direction of an organizational representative and a faculty member in order to accomplish a specific project. In either case, the course cannot be used to substitute for a regular departmental course. Repeatable for credit. Prerequisites: 2.750 GPA in the academic area, junior standing, advanced standing, departmental consent.

### **MGMT 662. Managing in Diverse Organizations (3).**

Modern organizations face the challenge of managing employees with diverse backgrounds and talents to provide products and services to diverse customers. Course examines workforce diversity from the perspective of maximizing its benefits to group and organizational effectiveness, including developing skills to facilitate the constructive resolution of conflict, encouraging cooperation and teamwork, and enhancing identification with the work unit. *Course includes diversity content.* Prerequisites: MGMT 360, junior standing, advanced standing.

### **MGMT 680. Making Effective Decisions (3).**

Studies the theories of decision making with attention to the factors of rational decision making and application of quantitative methods, cognitive and motivational influences, intuition, political influences, ethics, and the process of negotiation and decision making in groups along with decision implementation and learning from past decisions. Prerequisites: MGMT 360, junior standing, advanced standing.

### **MGMT 681. Strategic Management (3).**

An analysis of business problems from a strategic management perspective. A capstone course which integrates the functional areas of business, including management, marketing, finance, accounting and production. Discusses both domestic and international policy

issues, large and small firms, and various sources of competitive advantage. Prerequisites: DS 350, FIN 340, MKT 300, MGMT 360, senior standing, advanced standing.

**MGMT 690. Seminar in Selected Topics (1-5).**

Repeatable for credit with departmental consent. Prerequisites: junior standing, advanced standing.

**MGMT 750. Workshop in Management (1-4).**

Prerequisite: junior standing.