MANAGEMENT (MGMT)

MGMT 1000: Leadership for the Future
Management
Leadership skills and abilities can be learned for the betterment of the individual, organization, and world; however, society and technology are changing the nature of the workplace, which is causing dramatic challenges for both business and governments. In this course, students will learn about the practical application of transformational leadership for the world of the future, including charismatic leadership tactics, storytelling for influence, and inspirational speaking techniques. We will also cover decision making, nonlinear thinking techniques, as well as the importance of empathy and care for the people that you lead. The course also includes an examination of the coming changes to the workplace and explores the implications for business leaders and stakeholders in advanced economies, including artificial intelligence, robotics, sociological changes, globalization, and corporate social responsibility. The key question we tackle in this course is: "What are the challenges for future leaders and what do I need to know to achieve important personal and organizational goals?"
3 credits
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3000: Principles of Management
Management
A comprehensive study of the coordination of organizational resources for the purpose of achieving organizational goals. Student's conceptual competencies will be enhanced by understanding the managerial processes of planning, organizing, staffing, directing, and controlling organizational activities. Examines the manager's planning responsibilities and develops a more accurate perception of what is required in the manager's role as an integrator of the organization's functional areas (i.e., finance, marketing, operations, research and development, international operations, management information systems, etc.). Provides an introduction into how management theories are applied to actual management practices in organizations. Students may take either MGMT 3000 or GBUS 3700, but not both for credit toward a degree.
3 credits
Prerequisites
ACCY 2010 and ECON 2020 and (MATH 1210 or 1250 or 1200 or 2512 or 2612) and (MATH 2511 or 2611 or 2711) and (ECON 2300 OR BUSN 2300)
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3100: Alternative Sports Management
Management
Topics include esports sponsorship, athlete management, intellectual property, media rights, esports and culture, and the intersections of law, business, and communications as they relate to the management and regulation of esports. After completing this course, students should be able to do the following: # Organize, assemble, and manage the recruitment of esports personnel, including players, coaches, and support staff # Organize, manage, and evaluate various esports business operations and activities (e.g., marketing, sponsorship, events, venue management, communications, finance and economics, legal issues) # Understand esports business principles and practices # Identify and explain the roles of different stakeholders in the esports industry
3 credits
Prerequisites
54 Earned Credits.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3110: High Performance Work Teams
Management
In many of today's most innovative firms, teams are a primary mode of organization. This course examines the effective leadership and management of High Performance Work Teams. A complete understanding of teams involves grasping how the composition, structure, development, and leadership of teams has an impact on team success over time. Accordingly, we will explore different factors that team leaders must manage in order to maximize team member satisfaction and overall team effectiveness.
3 credits
Prerequisites
54 Earned Credits.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3120: Intercultural Bus. Comm.
Management
Study of the importance of business communication to conducting global business effectively. Emphasis on organizational and interpersonal communication and negotiation skills in an integrated world economy.
3 credits
Prerequisites
MGMT 3000 with a minimum grade of C and BUSN 2920.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3300: Topics in Management Abroad
Management
The study of management topics across national and cultural boundaries. Students examine the nature and framework of international management while studying abroad. May be repeated with permission from the department chair. Must be in good academic standing during the semester abroad. Must get academic approval from the dean's office and management department chair prior to going abroad.
1 - 6 credits
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3610: Health Systems Management
Management
Health care management provides you with an overview of how health care institutions are organized and governed, the role of the management staff, physicians, nurses, and other clinical and support staff in these organizations, and how the management systems are designed for their efficient and effective operation. The purpose of this course is to enable students to: • Learn concepts and theories in health care management • Develop skills in using materials, tools, and the people working in technology
3 credits
Prerequisites
54 Earned Credits.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3620: Health Innovation and Info.
Management
The health care industry can be unpredictable and ambiguous. This course introduces the topics of health informatics (HCI) and innovation in order to provide a context by which students can learn to effectively identify and respond to these ambiguities. The course covers theories of health behavior and information behavior; key concepts and terminology; and main application domains. First, this course will present an overview of theories that are relevant to health behavior change and health information behavior, and explore how they might be applied to promote changes in health behavior and/or explain health consumers' behaviors. Second, we investigate some of the more innovative trends in health care, including robotics, virtual medicine, and personalized health care. We conclude the course by discussing design thinking as a method of applying a set of tools and attitudes to navigate this complex environment and create positive change. Focused on listening, user empathy, whole-brain thinking, collaboration, and experimentation, design thinking can be applied across the field — from systems architecture and design to health care delivery and medical equipment development.
3 credits
Prerequisites
54 Earned Credits.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3630: Hlthcare Regulation and Policy
Management
This course examines the impact of health law and regulation on health care systems. It explores how to assess liability in the workplace, the impact of medical malpractice, risk management, and current ethical and legal dilemmas in the practice of medicine. We discuss how to manage the risk of the employer and patient through the use of medical records and specific behavior patterns, how to determine personal risk, and how to recognize potential litigious issues in the practice of medicine.
3 credits
Prerequisites
54 Earned Credits.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3640: Training and Development
Management
Theory and application of training and development process for organizations with heavy emphasis in training needs assessment. Topics include scientific issues, such as learning theory, and applied issues, such as determining return on training investment, cost benefit analysis, program analysis, whether to conduct training in-house or outsource, and training methodologies. Career planning to include assessing employee career development needs and potential.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3650: Selection and Placement
Management
Theory and application of selection processes for organizational staffing. Topics include technical issues such as validity and reliability, job analysis, and workforce planning. Legal issues related to selection are examined, such as equal employment opportunity and affirmative action. Practical issues related to attracting, developing, motivating, and retaining applicants and employees are studied. Additionally, internal and external labor markets are explored, talent management, the use of references checking, and the benefits of HR planning. Recruiting and managing a diverse workforce is also addressed.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3660: Compensation Management
Management
Examination and evaluation of the compensation subsystem as a vital component in establishing a workplace structure that stimulates employee performance. Includes job analysis, job evaluation, and wage payment methods. Developing a total rewards philosophy for the organization. Developing a pay structure. Understanding pay inversion and pay compression. Using job evaluation methods. Developing individual, group, and organization incentive programs. Managing mandatory and voluntary benefits and the importance of cost containment.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3910: Human Resource Management
Management
Principles and procedures relating to human resource management (HRM) and its major functional areas: human resource development (staffing), performance management, safety, total rewards (compensation & benefits), talent management (training & development), and employee relations. This course presents an overview of HRM's role in the organization. General areas of involvement such as social responsibility, ethics, workforce diversity, performance management, HR planning, assessing HR outcomes, and HR contributions to organizational strategy are studied. The external and internal environments of HRM are also examined, with special attention given to the political-legal, sociocultural and international environments.
3 credits
Prerequisites
MGMT 3000 or GBUS 3700 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3920: Organizational Behavior
Management
An integration of behavioral science concepts as applied to business and industry; theories dealing with individuals, small groups, and communications in organizations.
3 credits
Prerequisites
54 Earned Credits.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 3997A: Honors Thesis in Management
Management
Honors students engage in individual research and writing for their thesis project under the supervision of a faculty member. May be repeated for credit to a maximum of 6 hours. Management majors may apply a maximum of 3 credit hours of MGMT 3997A toward major field electives or toward a specific management emphasis area with department chair approval. Must be a student in the Sally McDonnell Barksdale Honors College. Must get approval from the Sally McDonnell Barksdale Honors College.
3 credits
Prerequisites
24 Earned Credits.
Potentially offered with the following Instruction Type(s):
Thesis

MGMT 4810: Business Consulting
Management
This course provides students with hands-on experience in business consulting by partnering with small businesses and organizations in the region. Students will apply knowledge from their core business curriculum to solve real-world challenges faced by local enterprises. Working in teams, students will conduct needs assessments, analyze operations and strategy, develop actionable recommendations, and present findings to clients and faculty. Emphasis is placed on critical thinking, professional communication, project management, and ethical decision making. The course bridges theory and practice, preparing students for careers in consulting, entrepreneurship, and strategic management. Regular client interaction, structured reflection, and faculty mentorship support student learning throughout the consulting engagement.
3 credits
Prerequisites
MGMT 3000 and MKTG 3000 and FINA 3000 and BAIS 3000 and (MKTG 3072 or MANF 325) all with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 4910: Leadership and Group Dynamics
Management
The study of leadership and group processes in organizations with an emphasis on developing interpersonal skills, teamwork, and a keen awareness of how to lead and work with groups.
3 credits
Prerequisites
MGMT 3000 and MGMT 3920 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 4920: Modern Management Skills
Management
The goal of this course is to apply the topics learned in the management curriculum to specific settings in a practical fashion and to review current topics and issues confronting managers. Senior Standing Required.
3 credits
Prerequisites
MGMT 3000.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 4930: Mgmt. of Strategic Planning
Management
A comprehensive study of the strategic management process involving the formulation and implementation of strategies at the corporate, business, and functional levels of the purposive organization. The underlying theory of strategic management is conveyed through lectures, discussions, and assigned readings. Application is presented through analysis of case situations that illustrate how companies provide value to customers, create sustainable competitive advantage, and achieve financial and strategic objectives. Particular emphasis will be placed on the continued development and application of students' conceptual, critical-thinking, and analytic-reasoning skills to the analysis of complex strategic issues. Competency exercises refine students' decision-making and persuasive communication skills through oral and written presentations of recommended strategies and plans for implementation. Students may not receive credit for MANF 2530 and MGMT 4930.
3 credits
Prerequisites
MGMT 3000 with a minimum grade of C and MKTG 3000 and FINA 3000 and (MKTG 3072 or MANF 3250).
Potentially offered with the following Instruction Type(s):
Lecture
Course Fees:
$35.00

MGMT 5270: Advanced Human Resource Mgmt.
Management
The study of personnel management at the advanced level necessary for professional preparation. Course topics will include selection, placement, training, compensation, incentives, performance evaluation, and counseling, with an emphasis on legal and practical problems.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5280: History of Management Thought
Management
Contrasting philosophy of management, historical development of management theory, and current issues in management practices. Junior or Senior Standing Required.
3 credits
Prerequisites
MGMT 3000 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5310: Collective Bargaining
Management
An introductory course to the field of collective bargaining in the private and public sectors covering such topics as the history of unionism in America, the organizing process, the negotiating process, and administration of the collective bargaining agreement. Emphasis on pragmatic problems confronted by employers, employees, and unions. Senior Standing Required.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5320: Employee Relations
Management
Study of the federal regulation of private and public sector human resource management practices. Particular attention is devoted to compliance bligations under Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act, Affordable Care Act, Age Discrimination in Employment Act, Fair Labor Standards Act, Family Medical Leave Act, Immigration Reform and Control Act, Occupational Safety and Health Act, and the Uniform Guidelines on Employee Selection Procedures. Emphasis is also focused on recruiting, selection, employee discipline, employment-at-will, equal opportunity compliance, hostile work environments, mandatory benefits, negligent hiring, and workplace privacy. Critical thinking, problem solving, and decision-making skills are developed through case analysis. Senior Standing Required.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5330: Labor Relations
Management
An advanced course analyzing the evolution and impact of labor law in the U.S. Membership trends of unions, the Railway Labor Act, the Norris LaGuardia Act, and the National Labor Code are emphasized using the case approach. Also addressed are the collective bargaining process; mandatory versus voluntary bargaining issues; union organizing; the certification and decertification process; work slowdowns and strikes; grievance administration; and mediation and arbitration. Senior Standing Required.
3 credits
Prerequisites
MGMT 3000 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5350: Strategic Human Resource Mgmt.
Management
Formulation and implementation of HR policy at the strategic level of an organization. Emphasis on the impact of organizational strategic policy on human resource acquisition and placement, and environmental factors affecting this process. Also, strategies for maximizing HR productivity are introduced, as well as the importance of connecting HR strategy to organizational strategy. Senior Standing Required.
3 credits
Prerequisites
MGMT 3910, MGMT 5270, and MGMT 5320 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5370: Organization Theory
Management
Traditional and contemporary organization theories with emphasis on current research and problem solving.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5450: International Business Mgmt.
Management
Analysis of international management concepts and practices; environmental interactions, social and cultural constraints, organizational structures, and systems of operation.
3 credits
Prerequisites
MGMT 3000, and BUSN 3610 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5770: Advanced Human Resource Mgmt.
Management
The study of personnel management at the advanced level necessary for professional preparation. Course topics will include selection, placement, training, compensation, incentives, performance evaluation, and counseling, with an emphasis on legal and practical problems.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5780: History of Management Thought
Management
Contrasting philosophy of management, historical development of management theory, and current issues in management practices.
3 credits
Prerequisites
MGMT 3000 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5810: Collective Bargaining
Management
An introductory course to the field of collective bargaining in the private and public sectors covering such topics as the history of unionism in America, the organizing process, the negotiating process, and administration of the collective bargaining agreement. Emphasis on pragmatic problems confronted by employers, employees, and unions.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5820: Employee Relations
Management
Study of the federal regulation of private and public sector human resource management practices. Particular attention is devoted to compliance bligations under Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act, Affordable Care Act, Age Discrimination in Employment Act, Fair Labor Standards Act, Family Medical Leave Act, Immigration Reform and Control Act, Occupational Safety and Health Act, and the Uniform Guidelines on Employee Selection Procedures. Emphasis is also focused on recruiting, selection, employee discipline, employment-at-will, equal opportunity compliance, hostile work environments, mandatory benefits, negligent hiring, and workplace privacy. Critical thinking, problem solving, and decision-making skills are developed through case analysis.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5830: Labor Relations
Management
An advanced course analyzing the evolution and impact of labor law in the U.S. Membership trends of unions, the Railway Labor Act, the Norris LaGuardia Act, and the National Labor Code are emphasized using the case approach. Also addressed are the collective bargaining process; mandatory versus voluntary bargaining issues; union organizing; the certification and decertification process; work slowdowns and strikes; grievance administration; and mediation and arbitration.
3 credits
Prerequisites
MGMT 3000 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5850: Strategic Human Resource Mgmt.
Management
Formulation and implementation of HR policy at the strategic level of an organization. Emphasis on the impact of organizational strategic policy on human resource acquisition and placement, and environmental factors affecting this process. Also, strategies for maximizing HR productivity are introduced, as well as the importance of connecting HR strategy to organizational strategy.
3 credits
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5870: Organization Theory
Management
Traditional and contemporary organization theories with emphasis on current research and problem solving.
3 credits
Prerequisites
MGMT 3000 and MGMT 3910 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 5950: International Business Mgmt.
Management
Analysis of international management concepts and practices; environmental interactions, social and cultural constraints, organizational structures, and systems of operation.
3 credits
Prerequisites
MGMT 3000, and BUSN 3610 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 6010: Advanced Management Research
Management
Development of management research skills and knowledge through lecture, discussion, and field research examining the problems of implementing and executing research methodology.
3 credits
Potentially offered with the following Instruction Type(s):
Seminar

MGMT 6020: Advanced Organization Behavior
Management
Advanced study of human behavior in organizations. Emphasis on research literature, problem identification, problem analysis, and solutions.
3 credits
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 6110: Sem in Organizational Behavior
Management
An examination of the content and methodological issues in organizational behavior. Topics examined within a seminar framework will include group dynamics, leadership, motivation, and communication. Prerequisite reqiurements for this course may also be satisfied by equivalent course work as approved by the department and admission to doctoral program.
3 credits
Prerequisites
MGMT 6020.
Potentially offered with the following Instruction Type(s):
Seminar

MGMT 6120: Seminar in Hum. resource Mgmt.
Management
An examination of advanced topics and current research affecting human resource management. Research techniques in human resource management will be emphasized. Prerequisite requirements for this course may also be satisfied by consent of instructor.
3 credits
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 6130: Theoretical Fndtns of Mgmt.
Management
Provides an in-depth examination of the theoretical foundations underlying the field of management. Special attention is devoted to establishing a historical perspective for understanding and appreciating the continuing development of management theory, research, philosophies, and practices. A literature survey of the emergent management disciplines, including business policy/strategy, human resource management, management information systems, organizational behavior, organizational theory, and production/operations management is provided.
3 credits
Potentially offered with the following Instruction Type(s):
Seminar

MGMT 6150: Seminar in Employee Relations
Management
Advanced study of government regulation of human resource management. Discussion of the impact of regulatory practices on such personnel issues as recruiting, selection, promotion, compensation, assignment, and working conditions; research findings. Prerequisite requirements for this course may also be satisfied by consent of instructor.
3 credits
Prerequisites
MGMT 5270 or MGMT 5770 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Seminar

MGMT 6160: Seminar in Group Process
Management
This seminar provides an in-depth analysis of group processes in organizations; course objectives include mastery of classic and current literature on work groups and an appreciation of emerging group theory and research.
3 credits
Potentially offered with the following Instruction Type(s):
Seminar

MGMT 6200: Advanced Directed Study
Management
Reading and research in management.
3 credits
Potentially offered with the following Instruction Type(s):
Independent Study

MGMT 6210: Advanced Readings in Mgmt.
Management
Students are expected to develop and digest a list of readings covering a topic area within management. Students also must demonstrate oral and written competency with respect to their chosen topic area.
3 credits
Potentially offered with the following Instruction Type(s):
Independent Study

MGMT 6220: Guided Research in Management
Management
Under the direction of a member of the research faculty in management, students learn the craft of publishing empirical research. Students must demonstrate an ability to generate a research question, develop and test hypotheses, and write up the results of an empirical study.
3 credits
Potentially offered with the following Instruction Type(s):
Seminar

MGMT 6610: Advanced Operations Management
Applications of management science to problems in operations management. Prerequisite requirements for this course may also be satisfied by consent of instructor.
3 credits
Prerequisites
MGMT 5270 or MGMT 5770 with a minimum grade of C.
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 6620: Integer & Nonlinear Optimizati
Current developments in optimization theory and their application to problems in operations management. Emphasis will be on integer and nonlinear programming applications. Prerequisite requirements for this course may also be satisfied by consent of instructor.
3 credits
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 6630: Production Scheduling
Current scheduling issues that managers of production planning in the industry are faced with. Traditional solution techniques and current developments are covered. Prerequisite requirements for this course may also be satisfied by equivalent course work as approved by the department, or by consent of instructor.
3 credits
Potentially offered with the following Instruction Type(s):
Lecture

MGMT 6997A: Thesis
Management
No grade
1 - 12 credits
Potentially offered with the following Instruction Type(s):
Thesis

MGMT 6999A: Special Topics in Management
Management
This seminar covers a varying range of topics depending on the expertise of the instructor.
3 credits
Potentially offered with the following Instruction Type(s):
Seminar

MGMT 7998A: Dissertation
Management
No grade
1 - 18 credits
Potentially offered with the following Instruction Type(s):
Dissertation