

# MANAGEMENT (MGMT)

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## MGMT 0--. MGMT LOWER DIVISION. (1-10 Credits)

Lower Level Coursework in Management

**Level:** Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Transfer

**Schedule type(s):** Lecture

**Area(s) of Inquiry:** None

## MGMT V--. MANAGEMENT WITH VALIDATION. (3 Credits)

**Level:** Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Transfer

**Schedule type(s):** Lecture

**Area(s) of Inquiry:** None

## MGMT 1--. MGMT UPPER DIVISION. (1-10 Credits)

Upper Level Coursework in Management

**Level:** Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Transfer

**Schedule type(s):** Lecture

**Area(s) of Inquiry:** None

## MGMT 2--. MGMT-GRAD ELECT. (1-10 Credits)

Graduate Level Coursework in Management

**Level:** Graduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Transfer

**Schedule type(s):** Lecture

**Area(s) of Inquiry:** None

## MGMT 098. INTRODUCTORY SPECIAL TOPICS. (1-3 Credits)

Timely or Innovative course in management presented at an introductory level. Not scheduled regularly. 1.00 to 3.00 credit hours.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

## MGMT 110. ORGANIZATIONAL BEHAVIOR. (3 Credits)

Focus is on the management of individuals, groups, and interrelationships in the ethical pursuit of organizational effectiveness.

Emphasis is on (a) theories, concepts, processes, and practices regarding the behavior of individuals, groups, and interpersonal relations in organizations, and (b) the roles, functions, and strategies of management. Specific course content covers motivation, organizational change and development, leadership, organizational stress, politics and power, decision making, management and organizational behavior in a global context, performance evaluation, and employee- management attitudes and behaviors in organizations. Prereq.: Sophomore standing.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Students with a classification of Freshman may **not** enroll.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

## MGMT 120. MANAGEMENT OF OPERATIONS. (3 Credits)

A study of the operations function of organizations, focusing on providing services and producing goods efficiently and effectively. Students learn how to analyze, measure, and improve work methods; make capacity decisions; manage waiting lines; and control the flow of materials along the supply chain. The course also discusses ethics and sustainability; monitoring and improving quality, allocating scarce resources and managing projects. Prereq.: MATH 017 or higher; IS 044; [one of STAT 072 or ACTS 135]; and sophomore standing. Non-Zimpleman students may take STAT 060, BIO 099, or PSY 011 for the statistics requirement.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** (STAT 072 or ACTS 135 or STAT 060 or BIO 099 or PSY 011)

**Corequisite(s):** None

**Restrictions:**

Students with a classification of Freshman may **not** enroll.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

## MGMT 133. MANAGING DIVERSITY IN THE WORKPLACE. (3 Credits)

A study of the causes and effects of worker attitudes, perceptions, or values (e.g., worker satisfaction or organizational climate), various methods of assessing these reflections of the human condition, and organizational concerns in managing diversity in the workplace. Prereq.: MGMT 110.

**Level:** Graduate, Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** MGMT 110

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 135. NON-PROFIT MANAGEMENT AND LEADERSHIP. (3 Credits)**

This comprehensive introduction to the nonprofit sector is designed to familiarize students with the third sector's social, political, and management behaviors. The course emphasizes the roots and values of American nonprofit organizations, qualifications for nonprofit entities, management and leadership of charitable agencies, resource development and management, and relationships with government and private entities. A variety of agency types will be discussed, including those in the fields of education, health care, the arts, religion, social services, advocacy, international assistance, and philanthropy. Prereq.: Junior Standing.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Enrollment limited to students with a classification of Junior or Senior.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 160. PLANNING AND CONTROL OF OPERATIONS. (3 Credits)**

Advanced study in the management of operations in service and manufacturing organizations. Emphasis is on the techniques for the continuous improvement of quality and productivity. Includes coverage of process mapping, cause and effect analysis, Pareto analysis, benchmarking, quality function deployment, production scheduling, theory of constraints, workforce scheduling, and ethical issues of operations. Includes use of computer spreadsheets. Prereq.: MGMT 120.

**Level:** Graduate, Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** MGMT 120

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 170. INTERNATIONAL MANAGEMENT AND LEADERSHIP. (3 Credits)**

This course examines a broad understanding of how culture impacts management in the international business environment. The major objective of the course is to engender a global mindset and a better understanding of the problems and challenges that organizations and managers face in the international context. Prereq.: MGMT 110, BUS 070, FIN 101, MKTG 101.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** MKTG 101 and MGMT 110 and FIN 101 and BUS 070

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** Information Literacy

**MGMT 182. HUMAN RESOURCE MANAGEMENT. (3 Credits)**

Study of the theory and application of the functional areas of human resource management: employment, placement, and HR planning; compensation and benefits; training and development; employee and labor relations; occupational health, safety, and security; and personnel research. This course introduces the student to the challenges, problems, techniques, opportunities, ethical considerations, and social significance of the field, with emphasis on the human resource activities of both managers and HR specialists. Prereq.: MGMT 110 or consent of instructor.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** MGMT 110

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 184. LEADERSHIP AND PERSONAL DEVELOPMENT. (3 Credits)**

This course focuses on leading self. The course examines how leadership differs from management, what different effective and ineffective leadership styles exist, and how individuals can develop into leaders. The major objective of the course is to aid students in gaining greater self-awareness, which is an important prerequisite to becoming an effective leader. The course accomplishes this objective through a mix of academic and experiential activities. Students learn about major models and theories of self-leadership, engage in a leadership activity (such as leading a small project), and receive feedback on their leadership skills and effectiveness, personality traits and characteristics, and communication skills. All course experiences culminate in a capstone class project: The Leadership Portfolio and Personal Leadership Development Plan. Prereq.: MGMT 110 and Junior standing.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** MGMT 110

**Corequisite(s):** None

**Restrictions:**

Students with a classification of Freshman or Sophomore may **not** enroll.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 185. LEADING TEAMS AND ORGS. (3 Credits)**

This course focuses on leading others. The course examines leadership in teams and organization, how leaders engage diverse team members towards a shared goal, how leaders handle crises and stimulate and lead change, and what the implications of effective and ineffective leadership are for private and public organizations. The major objective of the course is to aid students in developing skills to lead others. The course accomplishes this objective through a mix of academic and experiential activities. Students learn about major models and theories of team and organizational leadership, engage in a significant leadership experience (such as a business challenge, a service learning project, a community engagement project), and receive feedback on the quality of their deliverable from the project initiator. All course experience culminates in a capstone class project - The Leadership and Career Vista - where students apply class knowledge and reflect on their leadership experience to discuss their continued leadership development. Prereq.: MGMT 110 and Junior standing.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate  
**Prerequisite(s):** MGMT 110

**Corequisite(s):** None

**Restrictions:**

Students with a classification of Freshman or Sophomore may **not** enroll.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 186. COMPENSATION AND BENEFITS. (3 Credits)**

This course involves an introduction to strategic compensation systems designed to facilitate the achievement of organizational objectives by attracting, motivating, and retaining a workforce of desired size and quality. It includes the study of principles relevant to the effective compensation of people at various levels, and in various functional areas, in the organization.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Students with a classification of Freshman may **not** enroll.

Graduate level students may **not** enroll.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 198. SPECIAL TOPICS IN MANAGEMENT. (1-3 Credits)**

Timely or innovative course in management. Not scheduled regularly.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lab, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 199. INDEPENDENT STUDY. (1-3 Credits)**

Individual advanced study and research under faculty supervision.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 230. INDEPENDENT STUDY. (1-3 Credits)**

Advanced individual study or research under the supervision of the faculty.

**Level:** Graduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Undergraduate level students may **not** enroll.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 280. INTERNATIONAL MANAGEMENT. (3 Credits)**

A comprehensive examination of comparative management processes in light of traditional international social and market forces controlling the international business process. The course includes a detailed comparison of this traditional knowledge and processes to the rapidly emerging social forces in the global economy. This initial examination sets the stage for drawing conclusions concerning future managerial philosophy, policy, organizational structure, global ethical issues and organizational behavior in the global economy.

**Level:** Graduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Undergraduate level students may **not** enroll.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 281. SEMINAR IN INDUSTRIAL MANAGEMENT. (3 Credits)**

This course covers the legal, political, economic, social and managerial aspects of industrial/employee relations in a changing workplace and workforce. Emphasis is placed on integrating scholarly writings and research findings as a basis for (a) effective managerial decisions and (b) prediction of workforce and workplace trends.

**Level:** Graduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Undergraduate level students may **not** enroll.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 282. HUMAN RESOURCE MANAGEMENT. (3 Credits)**

Focus is on theories, research and practices related to the functions and activities of managing human resources in organizations. The course covers the responsibilities and inter-relationships involving job analysis, job structuring, EEO, human resource planning, recruitment and selection of employees, ethics, international HRM, performance appraisals, counseling, incentives, safety and health, human resources development, career planning and union/employee- management relations.

**Level:** Graduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Undergraduate level students may **not** enroll.

Enrollment limited to students in the Zimpleman College of Business college.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture

**Area(s) of Inquiry:** None

**MGMT 284. TALENT MANAGEMENT AND HR ANALYTICS. (3 Credits)**

This course introduces students to issues associated with talent management, which includes the selection, placement, promotion, and termination of individuals by organizations. Students learn how to use qualitative and quantitative methods to create, execute, and evaluate HR strategies related to talent management. Particular attention is paid to designing and implementing talent management processes that meet legal and ethical standards for fairness and non-discrimination in HR practices.

**Level:** Graduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Undergraduate level students may **not** enroll.

Enrollment limited to students in the Zimpleman College of Business college.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 286. PROJECT MANAGEMENT. (3 Credits)**

Focus is on the managerial philosophies surrounding project management. Using the Project Management Institute's Body of Knowledge (PMBOK) as a reference point, this course will guide the student through the five process areas of the project management life cycle (initiation, planning, execution, control, and closing) as well as the nine management disciplines needed to make projects successful (scope management, quality, scheduling, cost management, human resources, communication, plan integration, risk management, and procurement). In addition, roles and responsibilities, best practices, guest speakers, case studies, and a student project will all be leveraged to enhance the learning experience. We will also review recent trends and future directions of the discipline of project management.

**Level:** Graduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Undergraduate level students may **not** enroll.

Enrollment limited to students in the Zimpleman College of Business college.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**MGMT 288. COMPENSATION AND BENEFITS. (3 Credits)**

This course involves the development of strategic compensation systems designed to facilitate the achievement of organizational objectives by attracting, motivating, and retaining a workforce of desired size and quality. It includes the study of principles relevant to the effective compensation of people at various levels, and in various functional areas, in the organization.

**Level:** Graduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Undergraduate level students may **not** enroll.

Enrollment limited to students in the Journalism & Mass Comm or Zimpleman College of Business colleges.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None