MANAGEMENT

MGT 200. STATISTICS. Sampling, central tendency and dispersion, probability and probability distribution, confidence intervals, hypothesis testing, chi-square distribution, regression and correlation analysis. Prerequisite: GBA 204. 3 credit hours

MGT 300. PRINCIPLES OF MANAGEMENT. Fundamentals of planning, organizing and controlling a business organization; objectives, policies, methods and procedures of planning; fundamental principles related to human relations. 3 credit hours

MGT 302. INTRO TO SERVICES MANAGEMENT. Survey course encompassing the service industry. 3 credit hours

MGT 305. SUPERVISORY MANAGEMENT. Work of the first-line supervisor; development of skills for improving supervisory effectiveness. 3 credit hours

MGT 327. HUMAN RESOURCES MANAGEMENT. Principles of procuring, developing, maintaining, and effectively utilizing personnel. Prerequisite: MGT 300. 3 credit hours

MGT 330. WORKFORCE DESIGN. This course will focus on issues and methods necessary to align the organizational workforce with the strategic goals of the organization. The laws and guidelines related to the DOL, INS, EEOC, and other legal enforcement agencies as related to the staffing process will be reviewed. 3 credit hours

MGT 342. OPERATIONS MANAGEMENT. Fundamentals of the operations function of business enterprises. Emphasis on the management of the resources required to provide a product or service, including people, facilities, inventory processes, and systems. Prerequisite: MGT 200. 3 credit hours

MGT 347. INTERNATIONAL HUMAN RESOURCES MANAGEMENT. Study of the human resource management issues related with the operation of international organizations. Topics include: HR functions and responsibilities, motivation, compensation, communication, recruitment, selection, retention, training, and assessment. 3 credit hours

MGT 370. ENTREPRENEURSHIP. An applied management/marketing course designed to integrate the principles of business management and marketing applicable to solving the problems of small business startup and/or expansion using integrated software and computer technology. Prerequisites: MGT 300 or MKT 300. 3 credit hours

MGT 388. BUSINESS RESEARCH METHODS. Principles, techniques, and application of business research methods, including common quantitative and quantitative techniques for decision making in conditions of certainty, uncertainty and risk. Emphasis is placed on the use of research findings in the solution of business problems. Prerequisite: MGT 200. 3 credit hours

MGT 402. INTRODUCTION TO LOGISTICS. This course is designed to give an overview of logistics including critical elements and systems which drive accuracy and decision making at all levels of management. Cross-listed with CAV 402. 3 credit hours

MGT 403. SUPPLY CHAIN MANAGEMENT. This course examines the field of supply chain management which refers to the entire network of companies working together to design, produce, deliver, and service products. Cross-listed with CAV 402. 3 credit hours

MGT 404. LOGISTICS DECISION MAKING. This course examines critical elements and systems which drive accuracy and decision making at all levels of management. Cross-listed with CAV 404. 3 credit hours

MGT 405. GLOBAL SUPPLY CHAIN MANAGEMENT. This course examines globally the field of supply chain management which refers to the entire international network of companies working together to design, produce, deliver, and service products. Cross-listed with CAV 405. 3 credit hours
MGT 410. FACILITIES MANAGEMENT, LAYOUT AND DESIGN. Layout and design for efficient management of facilities. Organization and management of a facilities maintenance system and preventive maintenance and energy management programs. 3 credit hours

MGT 417. COMPENSATION MANAGEMENT. An overview of the theoretical basis for compensation and other rewards systems in business. This course provides a practical understanding of job analysis, administrative job evaluation, basis of compensation plans, executive compensation, and administrative controls. Theoretical concepts regarding how compensation and reward systems work, including the economic, psychological and strategic aspects of rewards systems are included. Prerequisite: MGT 327. 3 credit hours

MGT 427. PERFORMANCE APPRAISAL METHODS. This course is aimed at understanding the characteristics of appraisal systems and the processes and practices used to evaluate employees. Topics include recruitment, selection, and the design of appraisal systems and the impact of these processes on the performance management as an evaluative and development tool of the organization. Prerequisite: MGT 327. 3 credit hours

MGT 435. INTERNATIONAL BUSINESS. Analysis of the macro environment in which international firms operate; the interpretation of business trends and their impact on international business. Prerequisite: MGT 300. 3 credit hours

MGT 437. HUMAN RESOURCE DEVELOPMENT. This course focuses on the design, implementation, and management of employee orientation, career development, and training programs. Human resource development issues examined include strategic training, needs assessment, theories, program design, evaluation, and training methods as well as career management. Prerequisite: MGT 327. 3 credit hours

MGT 445. LOGISTICS. Evaluation of supply chain options to determine the best overall solutions to support the international business plan while complying with all rules, regulations, and security issues from sourcing to final distribution. 3 credit hours

MGT 453. INDUSTRIAL RELATIONS. Employee relations, including labor laws, union contracts, and arbitration. 3 credit hours

MGT 457. ADVANCED HUMAN RESOURCES MANAGEMENT. Application through case study of principles and techniques utilized in personnel administration. Selected case problems depicting actual situations encountered in day-to-day operation of a business enterprise presented for analysis and discussion. Prerequisite: MGT 327. 3 credit hours

MGT 460. SMALL BUSINESS MANAGEMENT. Principles and practices applicable to the formation, operation, and growth of small business enterprises. Prerequisite: MGT 300. 3 credit hours

MGT 465. MEETINGS AND EVENTS MANAGEMENT. General overview designed to provide students with information about meeting and event planning in the service industry; defines activities of key participants. Topics include planning, materials management, logistics, facilities, and liaison activities. 3 credit hours

MGT 471. INVENTORY AND DEMAND MANAGEMENT. This course focuses on the challenges faced by organizations in having the right products available to meet the uncertainty and variability of consumer demand. Included in this course is an analysis of planning, storing and moving inventory, encompassing the application of quantitative models and information systems and technologies used in business. Analysis of the design of demand chains, management of demand chains, and best practices in business forecasting and demand management techniques are examined. Prerequisite: MGT 342. 3 credit hours

MGT 475. INTERNATIONAL MANAGEMENT. Comparative study of management concepts, problems and strategies. Focus on risk/opportunity factors unique to foreign business location; particular emphasis on cultural forces and parameters as well as environmental trends. Prerequisites: MGT 300 or MKT 300. 3 credit hours

MGT 482. CROSS-CULTURAL MANAGEMENT. Study of the importance of understanding one’s own culture, differences one can expect in various nations’ cultures, the cross-cultural experience for expatriates, and the challenges presented to international organizations. 3 credit hours
MGT 484. ORGANIZATIONAL BEHAVIOR. Use of behavioral science-based knowledge to focus on three levels of behavior in an industrial organization: individual, group, and organizations; within this framework, topics such as motivation to work, leadership, organizational communication, organization and control, union and management relations, and human resources accounting are examined; objective is to provide an in-depth study of the directing function of management. Prerequisite: MGT 300. 3 credit hours

MGT 487. BUSINESS ANALYTICS. An introduction to business analytics encompassing extensive use of data, statistical, and quantitative analysis. Students will examine exploratory and predictive modeling, for fact-based management decisions and actions. Prerequisite: MGT 200. 3 credit hours

MGT 490. MANAGEMENT INTERNSHIP. Practical experience in an industrial plant under direct supervision of corporate line officers and general supervision of the management faculty in the Division of Management and Marketing. Two hundred work hours required for three hours of credit or four hundred work hours required for six hours of credit including intermittent seminar sessions on campus. Prerequisites: MGT 300, either MGT 327 or MGT 342, and consent of Division Chair. 3 or 6 credit hours

MGT 492. SPECIAL TOPICS IN MANAGEMENT. Current developments in Management. Prerequisite: Consent of Division Chair. 3 or 6 credit hours

MGT 495. QUALITY MANAGEMENT. Examination of the developments leading to the increasing emphasis on quality in public and private sector organizations. Analysis of the Quality Management approaches to continuous improvement through the study of current quality philosophies, tools, and techniques. Experiential development of key QM implementation concepts. Prerequisite: MGT 300. 3 credit hours

MGT 499. STRATEGIC MANAGEMENT. Integrates knowledge acquired in accounting, economics, finance, operations management, information systems, management and marketing into formation of business strategies. Students diagnose problems and propose solutions for actual companies. Prerequisites: GBA 204, FIN 300. 3 credit hours