

# Management Courses

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## Courses

### **MGMT 3303. Intro-Mgmt/Organizational Beha.**

Introduction to Management and Organizational Behavior: An introduction to the management functions of planning, organizing, leading, and controlling. Emphasis will be given to organizational behavior concepts, international business, ethical issues, and quality management perspectives.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

### **MGMT 3304. Organization Development.**

Organization Development: The concepts, values, underlying assumptions, and intervention techniques that are common in the practice of organizational development and change are presented.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3303 w/D or better ) OR (MGMT 3300 w/D or better)

### **MGMT 3306. Entrepreneurship.**

Entrepreneurship: Entrepreneurship is designed to provide an understanding of the entrepreneur and the entrepreneurial process. Emphasis is on new venture planning and establishment of new firms as opposed to dealing with problems of an established business. The distinctive focus is enterprise creation.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3303 w/D or better ) OR (BUSN 1301 w/C or better ) OR (BUSN 2301 w/C or better)

### **MGMT 3310. Creativity and Innovation.**

Creativity and Innovation: This course introduces students to the theory, processes, and tools associated with the initiation, generation, and management of new entrepreneurial ideas. It emphasizes personal creativity and fostering a culture of creativity within a business setting.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3306 w/D or better)

**MGMT 3311. Intro to Human Resource Mgmt.**

Introduction to Human Resource Management: This course emphasizes how to effectively utilize and manage human resources in a rapidly changing environment. Emphasis is on such topics as strategic human resource planning, staffing, performance appraisal, and compensation. Emphasis will also be placed on understanding the legal ramifications of human resource management decisions.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3303 w/D or better)

**MGMT 3314. Human Resource Info Systems.**

The course examines the application of information technology and analytics on the practice of human resource management. Topics include HR metrics and workforce analytics in the areas of HR planning, recruitment, selection, training and development, appraisal, and compensation. It includes computer laboratory exercises analyzing data related to HRM practices using excel and other modern analytics tools.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3311 w/D or better)

**MGMT 3315. Employee and Labor Relations.**

Employee and Labor Relations: Study of labor law, trends in the labor movement, union structure, organizing and collective bargaining processes. Preparation for and handling of negotiations. Grievance and discipline handling in both union and non-union organizations. Arbitration, decertification, and managing in a non-union environment.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3311 w/D or better)

**MGMT 3320. Small Business Management.**

Small Business Management: Focuses on the analysis, operation and management of small business. Provides practical experience working with small business and entrepreneurial opportunities in the community. Investigates marketing production and administrative functions to develop overall managerial awareness and analytical skills in small business problem-solving.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3303 w/D or better)

**MGMT 4300. Strategic Management.**

Strategic Management: Integration of accounting, business law, finance, human resources, production management, and marketing to solve management problems. Prerequisites: Department approval.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (POM 3321 w/D or better ) OR (OSCM 3321 w/D or better AND FIN 3310 w/D or better AND MGMT 3303 w/D or better AND MKT 3300 w/D or better)

**MGMT 4304. Human Resource Training/Develp.**

Human Resource Training and Development: This course is an intensive study of the procedures utilized by organizations to facilitate the learning process to assure that these efforts result in the achievement of organizational goals and objectives. Emphasis is given to such topics as learning theory, training and development methods, evaluation, and administration. Experiential exercises are utilized to facilitate the application of theory to organizational practices.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3311 w/D or better ) OR (MGMT 3315 w/D or better)

**MGMT 4306. Franchising.**

Franchising: Franchising investigates the advantages and potential risks that must be considered before making an investment in a franchise business. There is particular emphasis on the discovery and evaluation of the franchisor and the feasibility of entrepreneurs converting an existing business into a franchise chain or creating and selling new business concepts.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3303 w/D or better)

**MGMT 4309. Business Ethics.**

In this course students will acquire knowledge on ethical business frameworks. Students will also acquire the skills needed to plan, implement, and monitor ethical business policies, processes, and practices.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3303 w/D or better)

**MGMT 4315. Human Resource Staffing/Plan.**

Human Resource Staffing and Planning (3-0) A study of the staffing process in organizations. Primary emphasis on job analysis and the use of human resource information systems in the planning, recruitment, selection and appraisal activities. Restricted to majors: ACCT, BSAD, CIS, ECON, FIN, MGMT, and MKT. Prerequisite: MGMT 3311 or MGMT 3315.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3311 w/D or better ) OR (MGMT 3315 w/D or better)

**MGMT 4320. Corporate Entrepreneurship.**

Corporate Entrepreneurship: This course examines organizational culture characteristics that facilitate or inhibit corporate venturing. Emphasis is placed on the process by which new venture opportunities are identified, launched and managed. The course focuses on the behaviors of venture team members associated with success.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Prerequisite(s):** (MGMT 3306 w/D or better)

**MGMT 4325. International Management.**

International Management: A study of the differences in managerial processes in organizations having international operations with an emphasis on traditional managerial activities. It is a cross-cultural approach to the study of management using the United States as a point of reference.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3303 w/D or better ) OR (MGMT 3300 w/D or better)

**MGMT 4337. Compensation/Employee Benefits.**

Compensation and Employee Benefits: This course examines the goals of the organization in the employment of human resources and its uses of reward systems in the motivation of goal-oriented behavior. Topics included are job evaluation systems, merit pay, and employee benefits. Legal aspects of pay administration such as wage and hour laws and ERISA will be covered.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3311 w/D or better ) OR (MGMT 3315 w/D or better)

**MGMT 4396. Internship in Management.**

Internship in Management (3-0) A course designed to give a business major practical work experience. Prerequisites: Department approval.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

0 Lecture Hours

3 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3303 w/D or better ) OR (MGMT 3300 w/D or better)

**MGMT 4398. Independent Study in Management.**

Independent Study in Management: Individualized instruction into a particular issue in management. The nature and scope of the study is arranged with a faculty member. Prerequisites: Department approval.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

0 Lecture Hours

3 Other Hours

**Major Restrictions:**

Restricted to majors of ACCT, BAMA, BSAD, CIS, ECON, FIN, GENB, INBU, INFS, IS, ISBA, MGMT, MKT, OSCM

**Prerequisite(s):** (MGMT 3303 w/D or better ) OR (MGMT 3300 w/D or better)

**MGMT 4399. Current Topics in Management.**

Current Topics in Management (3-0) Topics to be announced. This course may be repeated for credit as topics are changed. Restricted to majors: ACCT, BSAD, CIS, ECON, FIN, MGMT, and MKT. Prerequisites: MGMT 3303 and department approval.

**Department:** Management

**3 Credit Hours**

**3 Total Contact Hours**

0 Lab Hours

3 Lecture Hours

0 Other Hours

**Prerequisite(s):** (MGMT 3303 w/D or better ) OR (MGMT 3300 w/D or better)