MANAGEMENT (MGMT)

MGMT 294 | SPECIAL TOPICS IN MANAGEMENT
Units: 1-4 Repeatability: Yes (Repeatable if topic differs)
An overview and analysis of selected topics in management. The course may be repeated if the topic changes. Prerequisites may change depending on the topic.

MGMT 300 | ORGANIZATIONAL BEHAVIOR
Units: 3 Repeatability: No
Prerequisites: ECON 101
The study of human behavior in organizational settings. Examines the interface between human behavior and the organizational context, and presents frameworks for managing people in the organization. Topics addressed include perceptual processes, personality, learning, motivation, attitudes, stress, group dynamics, intergroup behavior, conflict, power, politics, leadership, and cross-cultural implications. Behavioral science concepts are applied through self-assessment, case studies, and experiential exercises. Note: Students may take this course after successfully completing 45 units.

MGMT 301 | ORGANIZATIONAL THEORY AND GLOBAL LEADERSHIP
Units: 3
Prerequisites: MGMT 300
In today’s global environment successful business leaders must understand theories of organizational design, structure, development, and effectiveness both domestically and abroad. Topics in this macro-oriented course include a number of international and contemporary management issues, including limitations in traditional views of leadership and the need for a more comprehensive view of how leadership works in organizations throughout the world. The relationship of leadership to culture and gender in organizations is explored, and practical leadership skills crucial to organizational effectiveness in a global business environment are integrated into the course through experiential learning exercises and interactive simulations.

MGMT 302 | FAMILY BUSINESS
Units: 3 Repeatability: No
Prerequisites: MGMT 300
Family-owned businesses make up as much as 80 percent of all U.S. businesses, including 175 of the Fortune 500. They face different challenges than their non-family-owned peers. This course discusses ways in which family-owned businesses are unique, stressing some of the special challenges they face, such as: grooming a management successor from within the family; implementing an estate plan to pass ownership of the business to the proper individuals while avoiding our confiscatorial estate tax; techniques for resolving family conflicts that erupt in the business and business conflicts that threaten to destroy the family; setting fair compensation for family members and non-family employees; and motivating non-family employees to support the family’s goals. Family business is a cross-functional, multi-disciplinary study which includes aspects of management, communications and conflict resolution, law, estate planning, accounting and taxation, and family counseling.

MGMT 303 | INTERPERSONAL RELATIONS
Units: 3 Repeatability: No
Core Attributes: Advanced writing competency
Prerequisites: MGMT 300
An advanced course covering theories, research, and skill development in the area of interpersonal relations. Topics covered include interpersonal influence, conflict, emotional styles, communication, group roles, non-verbal behavior, and personal growth. Course concepts are integrated with classroom exercises and outside organizational experiences to provide the student with both knowledge and skills for interacting effectively with others in managerial and personal situations.

MGMT 304 | ENTREPRENEURSHIP AND NEW VENTURES
Units: 3 Repeatability: No
Prerequisites: FINA 300 and MKTG 300 and MKTG 300 and (MATH 130 or MATH 150 or MATH 151)
An examination of the problems and processes for launching and/or purchasing business ventures. Topics include the nature and role of the entrepreneur, identifying and assessing potential opportunities for new ventures, structuring and staffing the new venture, preparing the business plan, attracting venture capital, and dealing with key legal issues.

MGMT 305 | CAREER DEVELOPMENT
Units: 3 Repeatability: No

MGMT 306 | WOMEN IN MANAGEMENT
Units: 3 Repeatability: No
Core Attributes: Advanced writing competency
This course is designed to give women a repertoire of skills needed in various work-related situations. The course examines management requirements for various organizational levels and stresses the difference between personal and organizational issues.

MGMT 307 | HUMAN RESOURCE MANAGEMENT
Units: 3
Prerequisites: MGMT 300
An introduction to the roles of both the staff specialist and manager regarding the human resource management function. Topics include, but are not limited to, staffing, compensating, training, appraising, and developing an organization’s human resources, as well as employment law, labor relations, and the strategic role of human resource management in today’s organization.

MGMT 308 | SMALL BUSINESS MANAGEMENT
Units: 3
Prerequisites: MGMT 300 and FINA 300 and MKTG 300 and (MATH 130 or MATH 150 or MATH 151)
Application of the basic business disciplines to the small business environment. Examines both growth-oriented small firms on the way to becoming large firms and small, income-substitution firms. Issues include: managing to provide for the survival and growth of the small business; how smallness influences management processes such as recruitment and motivation of employees; and how smallness influences marketing, finance, operations, and other functional areas within the small firm.

MGMT 309 | INTERNATIONAL COMPARATIVE MANAGEMENT
Units: 3 Repeatability: No
Prerequisites: MGMT 300
Addresses the dilemmas and opportunities that managers face as they work in multicultural and global environments. The main objective of the course is to increase the effectiveness of managers/employees in identifying, understanding, and managing the cultural components of organizational dynamics. Focuses on the relationships between cultural values and the practice of managing people. (For International Business minors only, BUSN 361 may substitute MGMT 300 as the prerequisite for this course.).
MGMT 310 | INNOVATION AND DESIGN THINKING  
Units: 3  Repeatability: No  
Prerequisites: MGMT 300  
Teaches an iterative problem solving process of discovery, ideation, and experimentation using design-based techniques. Students develop insights and innovative solutions for diverse issues in business and public management. Introduces innovation and entrepreneurship.

MGMT 311 | BUSINESS LEADERSHIP  
Units: 3  Repeatability: No  
Core Attributes: Advanced writing competency  
Prerequisites: MGMT 300  
This course is designed to provide students with a comprehensive understanding of the theories, practices, and ethics of leadership; specifically, the impact of leadership within a business environment. Students will be provided with the knowledge and skills necessary to enhance their ability to be effective leaders. A systematic approach to leadership development is emphasized through contemporary readings on leadership, files, and experiential exercises.

MGMT 312 | GLOBAL SOCIAL ENTREPRENEURSHIP  
Units: 3  Repeatability: No  
Prerequisites: MGMT 300  
Global social entrepreneurship is about how to frame problems and devise solutions for the world’s most pressing challenges. Through experiential learning and case discussion, students will acquire knowledge and capabilities for the creation of social ventures. The course invites exploration of social innovations that have transformed the world. Students will learn how to combine business and management skills with imagination, passion, empathy and courage to effectively tackle social problems.

MGMT 314 | INTERNATIONAL MANAGEMENT CONSULTING  
Units: 3  Repeatability: No  
Prerequisites: MGMT 300  
This management consulting project-based course will provide participants with instruction and practical experience in conducting a consulting project with an international approach. Students work in teams to design and develop solutions to a business problem or strategic initiatives for a company. You will learn and demonstrate your ability to formulate a statement of work, establish goals and milestones, prepare a schedule of deliverables, allocate responsibilities to team members, and interact with your client. The course is a combination of class sessions, instructor-individual team conferences, student team meetings, research, team-client meetings, report writing, and presentation of consulting activity/project results.

MGMT 490 | STRATEGIC MANAGEMENT  
Units: 3  Repeatability: No  
Core Attributes: Advanced Integration  
Prerequisites: MGMT 300 and FINA 300 and DSCI 300 and MKTG 300 and (ECON 216 or ECON 217) and ECON 101 and ACCT 201 and ITMG 100 and (MATH 130 or MATH 150 or MATH 151)  
This course develops skills in problem analysis and decision making in areas of corporate strategy and business policy. It is the integrating course of the undergraduate program and will concentrate on the application of concepts through case studies. Open only to final year seniors.

MGMT 492 | STRATEGY SIMULATION  
Units: 3  
Prerequisites: (MATH 130 or MATH 150 or MATH 151)  
Students will manage a company in a computer simulated oligopolistic industry. They will compete against companies managed by students from five other schools. Students will write detailed business plans, prepare budgets, and submit annual reports to shareholders while making management decisions for their company for 20 (simulated) quarters.

MGMT 494 | SPECIAL TOPICS IN MANAGEMENT  
Units: 1-4  Repeatability: Yes (Repeatable if topic differs)  
Prerequisites: MGMT 300  
An in-depth analysis of selected topics in management. The course may be repeated if the topic changes. Prerequisites may change depending on the topic.

MGMT 499 | INDEPENDENT STUDY  
Units: 1-3  Repeatability: Yes (Can be repeated for Credit)  
Independent study including empirical research and written reports. A maximum of 3 units of independent study may be used to satisfy requirements for the major.