MGT 204 PRINCIPLES OF MANAGEMENT (3)

A study of successful management and supervisory behaviors of planning, organizing, staffing, leading, and controlling in the business setting. Issues of authority, leadership, decision making, motivation, productivity, and corporate values are explored.

Student Learning Outcomes

Students will:

1. Describe the management functions of planning, organizing, leading, and controlling.
2. Discuss management concepts as they relate to the global environment.
3. Debate ethical dilemmas in management.
4. Demonstrate appreciation for diversity as a business management strategy.
5. Utilize technology to increase managerial productivity problems.
6. Identify future trends in management.
7. Apply management concepts in a practical way.

Course Topics

1. Application of sound managerial practices and techniques in the field of management.
2. The functions of management, planning, organizing, leading, and controlling

MGT 314 ORGANIZATIONAL BEHAVIOR (3)

A review and analysis of psychological and sociological theories, employing a skills-based approach, and how they relate to organizational settings. Topics include self-awareness, creativity, motivation, power, conflict, communication, and stress in the corporate world. Prerequisite: MGT 204.

Student Learning Outcomes

Students will:

1. Analyze and describe yourself with better understanding through assessments.
2. Understand conflict resolution and how you can use it in the workplace.
3. Incorporate coping strategies in day-to-day situations.
4. Know the theories of motivation and power.

Course Topics

1. Self-awareness
2. Creativity
3. Motivation
4. Power
5. Conflict
6. Communication
7. Stress in the corporate world

MGT 334 HUMAN RESOURCE MANAGEMENT (3)

Overview of the roles of strategic human resources in the context of the organization including staffing, training and development, employee/labor relations, workplace health, safety and security, total rewards/compensation, ethical issues, and legislation affecting human resource functions. Prerequisite: MGT 204.

Student Learning Outcomes

Students will:

1. Understand the roles and activities of a company's human resource management (HRM) function.
2. Demonstrate knowledge of critical HRM functions and terminology.
3. Develop basic working knowledge of statistics, research methods, measurement concepts, and metrics used in HRM.

Course Topics

1. Introduction to HRM
2. Strategic HR Management
3. Legal Environment
4. Job Analysis and Work Design
5. Recruitment and Selection
6. Training and Development
7. Performance Management
8. Compensation and Benefits
9. Employee Relations
10. Global HRM

MGT 340 INTERNATIONAL BUSINESS (3)

This class examines how cultural and social values influence management and marketing practices throughout the world. Work-related activities, norms, standards, and expectations of the U.S. are compared with those of other countries. Cross-cultural business ventures are examined with particular reference to potential influences of the ventures on the cultures involved. Prerequisites: MGT 204, MKT 205. Same as MKT 340.

Student Learning Outcomes

Students will:

1. Analyze labor force issues in the global environment.
2. Assess economic and socio-economic forces impacting global business.
3. Compare and contrast natural resources with environmental sustainability.
4. Determine the impact of political forces on global business.
5. Evaluate economic, legal, and regulatory forces in international markets.
6. Formulate corporate, business, and functional level strategies for international operations.
7. Diagnose and solve problems in international management (IM) using relevant theories and concepts.
8. Critique challenges associated with international business in specific countries and regions.
9. Summarize cultural values and perspectives related to international business.

Course Topics

1. Introduction to International Business
2. Cultural Analysis
3. Economic Analysis
4. Political and Legal Forces
5. Environmental Sustainability
6. Strategic Management
7. Market and Competitive Analysis
8. The Role of Management in IM

MGT 354 BUSINESS COMMUNICATIONS (W) (3)

An in-depth analysis of communication systems in business. The objective is to develop written, oral, and listening skills within the context of acquiring and holding a job. Other topics include resume format, cover letters, and interviews. Prerequisite: MGT 204.

Student Learning Outcomes

Students will:

1. Develop written, oral, and listening skills for professional business contexts.
2. Craft effective resumes, cover letters, and business correspondence.
3. Deliver clear and persuasive oral presentations.
4. Understand and apply principles of effective communication in interviews.
5. Enhance intercultural communication skills and adapt communication styles to diverse audiences.

Course Topics

1. Foundations of Business Communication
2. Written Communication
3. Oral Communication
4. Interpersonal Communication
5. Intercultural Communication
6. Communication Technology

MGT 360 CONTEMPORARY MANAGEMENT (3)

With the world changing faster than ever, to remain effective, management thought is changing. As new ideas are introduced to the world of management, leaders will need to know how to use these ideas to succeed. Topics such as organizational politics, business etiquette, demographic change, and emerging leadership and management concepts will be covered to help students understand current and changing aspects of management needed to thrive in the workforce. New writings in leadership, self-awareness, organizational design, networking, and management will be utilized in this course to address changes and the manager's response to them. Prerequisite: MGT 204.

Student Learning Outcomes

Students will:

1. Understand steps needed upon graduation to be successful in the job search.
2. Analyze management theories and apply them in different situations.
3. Understand 401 K's, credit cards, house loans, insurance, and other adult concepts.
4. Understand the importance of networking and how to network effectively.

Course Topics

1. Practical experience and current management practices
2. Importance of golf, dinner etiquette, decision-making, politics, and other important facets of business.

MGT 376 OPERATIONS MANAGEMENT (3)

A survey of the primary decision areas critical to the production of goods and services within organizations. Topics include product and process design, quality control, inventory management, and logistics. The differences between operations management requirements of manufacturing and service operations are also examined. Prerequisites: MGT 204, BUS 310.

Student Learning Outcomes

Students will:

1. Understand the Fundamentals of Operation Management.
2. Apply a Supply Chain Process Approach.
3. Develop Critical Thinking Skills.
4. Understand and Apply Decision-Making in Operations.

Course Topics

1. Operation Management
2. Supply Chain Processes
3. Product and Process Design
4. Quality Management
5. Inventory Management
6. Logistics and Distribution
7. Forecasting Demand
8. Operations in Manufacturing vs. Services