

# MANAGEMENT (MGT)

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## Courses

### MGT 100 Foundations of Business Credits: 3

Provides an introduction to the functional areas of business (e.g., accounting, systems, finance, marketing, human resources, and entrepreneurship) as well as a number of contemporary business topics, including social responsibility, diversity, ethics, and globalization. Additionally, students will be exposed to various topics that facilitate a successful transition from high school to college. Examples include an overview of University and Bloch School resources, development of effective study habits, time and stress management, selection of a major and career options.

### MGT 256 Legal and Regulatory Contexts of Organizations Credits: 3

An examination of the legal, regulatory, and ethical environment in which businesses operate. Students are introduced to our legal system, focusing on selected areas of business law. Not available for credit for students who have completed MGT 306.

### MGT 301 Effective Business Communication Credits: 3

The instructor introduces students to the strategic nature of business communication. By the end of the course, students should be able to analyze business situations, prepare messages that fulfill the intended purpose of their communication, and meet the needs and expectations of business audiences. Students will develop the tools to deliver effective, professional written and oral communications, and will learn how to use library and electronic business research tools.

**Prerequisites:** DISC 200 or ENGLISH 225 or equivalent and Bloch School student with 45 hours earned.

### MGT 301A Effective Business Communication for Non-Native Speakers Credits: 3

Students will learn the strategic nature of business communication with a focus on building business English language skills and understanding U.S. business terminology and culture. By the end of the course, students should be able to analyze business situations, prepare messages that fulfill the intended purpose of their communication, and meet the needs and expectations of business audiences. Students will develop the tools to deliver effective, professional written and oral communications, in addition to cultivating their English language abilities in the business environment.

**Prerequisites:** DISC 200 or ENGLISH 225 or equivalent and Bloch School student with 45 hours earned.

### MGT 306 Legal, Ethical And Regulatory Environment Of Business Credits: 3

The course looks at legal and moral thought, with attention to ethical issues in business. Students are introduced to our common law system; selected areas of law, with attention to the inclusion of cultural and moral values; and an introduction to government regulation of business.

**Prerequisites:** Bloch or BIT student with sophomore standing.

### MGT 320 Law Of Commercial Transactions Credits: 3

Study of major areas of law included in the Uniform Commercial Code. Topics may include sales, commercial paper, bank deposits and collections, aspects of property law, documents of title, investment securities, and secured transactions.

**Prerequisites:** MGT 306.

### MGT 330 Understanding the Individual in the Organization Credits: 3

This course explores the micro dynamics of organizations: the individual and his/her relationship to other people, teams, and work groups. Topics will include: individual traits, behaviors, and skills for effective performance; self-assessment and professional development; staffing; motivation; individual and group dynamics; multicultural understanding and diversity; and ethical decision making.

**Prerequisites:** MGT 301 or MGT 301A or concurrent enrollment (for BBA and BSA students); Bloch business minor or BIT student with sophomore standing.

### MGT 332 Principles of Organizational Behavior Credits: 3

A study of the principles and foundations of managing individuals, groups, and organizations. This course seeks to develop students' understanding of the concepts and approaches that constitute the fields of organizational behavior and management and how these concepts and approaches may be applied effectively in the workplace. Not available for credit for students who have completed MGT 330.

**Prerequisites:** MGT 301 or MGT 301A or ACCTNG 360 or concurrent enrollment (for BBA and BSA students); Bloch minor or BIT student with sophomore standing.

### MGT 337 Managing Human Capital Credits: 3

Building on prior coursework, this course will provide students with advanced human resource concepts and practices as well as practical experience in how human resources should be managed in successful businesses. Student groups will work with a local organization to diagnose, analyze, and make recommendations regarding effective programs in staffing, developing, rewarding, motivating, and managing its personnel.

**Prerequisites:** MGT 330 or MGT 332.

### MGT 355 Organizational Effectiveness and Leadership Credits: 3

Students will study the macro dynamics of organizations: broad knowledge of how organizations work and the various ethical means of impacting outcomes. Topics will include: structure, culture, and politics of organizations; human resources and linkages to organizational culture and success; organization influence and political savvy; managing change and learning in a global context; organizational governance, codes of conduct, and internal controls; the role of business in society; and various professional development issues.

**Prerequisites:** MGT 330 or MGT 332.

**MGT 360 Groups and Teams Credits: 3**

Teamwork has become increasingly popular in many organizations. Whether formally integrated into the organizational structure, or temporarily created around specific projects, teams can be an important competency of organizations. They are considered an effective performance unit, and expected to efficiently cope with the fast changes and demands of today's business environment. Attaining the full advantages from teamwork requires effective management of team processes and dynamics. This course focuses on issues in team development, internal processes, and members' behavior, as well as management skills needed to effectively lead teams in organizations.

**Prerequisites:** Bloch student and completion of 45 hours.

**MGT 365 Managing in a Virtual Environment Credits: 3**

This course builds on the fundamentals of individual and group behavior to emphasize how organizational design and management practices have been dramatically affected by the proliferation of social media and other internet technologies. Students examine cases and engage in virtual exercises to experience ethical and mindful ways to engage in the virtual environment. Virtual-appropriate variations of interaction, collaboration, conflict management, decision-making, problem-solving, and leadership are introduced. Students also examine geographic and cultural issues potentially encountered in a global virtual organization.

**Prerequisites:** MGT 330 or MGT 332.

**MGT 367 Human Resource Analytics Credits: 3**

A survey of analytical methods necessary to understand critical HR topics and make effective human capital decisions. Analytical methods in staffing, rewards, benefits, performance management, diversity, legal issues, safety, and current HR topics will be explored.

**Prerequisites:** MGT 337 and DSOM 211 (or STAT 235 or STAT 115 or MOTRMATH 110).

**MGT 370 International Management Credits: 3**

Students receive an introduction to management in an international environment, addressing the management functions and behaviors necessary to develop global vision and management skills at a strategic (macro) and interpersonal (micro) level. Cross-cultural management and competitive strategy are evaluated in the context of global changes.

**Prerequisites:** Bloch student and completion of 45 hours.

**MGT 372 Ethics and Leadership Credits: 3**

Students use a variety of frameworks and approaches to address ethics both abstractly (via case studies) and as a practical matter, as it will affect them and how they approach life in the workplace and other organizations. Students analyze (1) the role of values and ethics in decisions that individuals, managers, and organizations make on a daily basis, as well as the responsibility of each party in these decisions, as well as (2) the impact of individual, relational, and cultural differences on how individuals, managers, and organizations recognize, understand, make, and sometimes revisit ethical choices.

**Prerequisites:** MGT 332 or MGT 330 or concurrent enrollment.

**MGT 374 Leading a Positive Workplace Credits: 3**

Students will build their understanding of the dynamics of relationships, organizations, and organizational life in building and maintaining a positive workplace. Students will incorporate individual, interpersonal, organizational, and societal foci for managing at an individual and organizational level. Strengths-based leadership, values, ethics, diversity, managing within and across levels, negotiation, conflict management, and other broad areas of leading a positive workplace will be covered. Not available for credit for students who have completed MGT 355.

**Prerequisites:** MGT 332 or MGT 330.

**MGT 375 Global Mindset for Managers Credits: 3**

Students receive an in-depth look at the major geopolitical and cultural factors that have forged the international conflicts, relations, and identities that international business managers should thoroughly comprehend to effectively navigate cross-border ventures. In-depth regional and country business and cultural profiles will be investigated to provide students with multiple contrasting perspectives to their own upbringing or sense of identity (a global mindset), allowing them to better sympathize, communicate, and collaborate when working in cross-cultural business environments.

**Prerequisites:** MGT 370.

**MGT 410 Corporate Social Responsibility Credits: 3**

Students will examine the role of corporate social responsibility (CSR) in modern society. Students will learn that being able to respond to needs and values of stakeholders is a key to success in the globalized business environment. This course also offers opportunities for students to apply knowledge to practical decision-making using case studies, research projects, or other course activities.

**Prerequisites:** MGT 332 or MGT 330 or concurrent enrollment; MGT 301 or MGT 301A or ACCTNG 360 or concurrent enrollment.

**MGT 470 International Study in Business Credits: 3**

This course is designed to provide a study-abroad experience for the student. The course involves three components: study of international business through on-campus lectures and discussions; travel to a foreign country for visitations to business firms, government organizations, and cultural sites; and critique sessions of the international learning experience after travel completion.

**Prerequisites:** Departmental consent with special application and selection process.

**MGT 471 Strategic Management Credits: 3**

The study of business strategy concepts and application using case studies representing "real world" situations. The course stresses the formulation of business strategies to achieve organizational objectives using strategic analysis and models based upon external and internal assessments of the organization's environment.

**Prerequisites:** Junior standing and completion of ACCTNG 211; FIN 325; MGT 330 or MGT 332; MKT 324; and completion of or concurrent enrollment in DSOM 326 or DSOM 340.

**MGT 487 Special Topics Credits: 3**

Special topics in management.

**Prerequisites:** Departmental consent.

**MGT 496 Internship: Management Credits: 1-3**

An opportunity for students to integrate their academic studies via employment with a business/organization in the community. Internship coursework is evaluated on a credit/no credit basis.

**Prerequisites:** Departmental consent.

**MGT 497 Special Topics: Management Credits: 1-3**

Study and research in areas of special interest under individual faculty direction.

**Prerequisites:** Departmental consent.