

MANAGEMENT (MGT)

RESTRICTIONS

Courses under this subject code may have program (major, minor, certificate) specific enrollment restrictions. The Courses (<https://catalog.umkc.edu/course-offerings/undergraduate/>) section of the Catalog shows all courses offered by UMKC. Specific course restrictions are detailed in Pathway. If you have questions about your course options, please contact Roo Advising (or your academic advisor).

Please select the 'COURSES' tab above to view all courses within this subject code.

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.

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: ENGLISH 225 and Bloch School or BAS student with 45 hours earned.

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 ACCTNG 360 or concurrent enrollment (for BBA and BSA students); Bloch minor, BIT, or BAS student with sophomore standing.

MGT 337 Human Resource Management 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 332.

MGT 347 Employee Staffing Credits: 3

The course will examine the tools and strategies that human resource professionals use to create organizational excellence by identifying and retaining high quality talent. This includes looking at the creation of technological strategies to recruit talent and systems of personal/professional development to grow the organization. This course will also explore promotion and cross-functional systems that will strengthen the organization, as well as retention strategies to promote and reward high quality talent. Students will engage in various activities intended to illustrate and practice the skills involved in implementing these systems and processes.

Prerequisites: MGT 332 (or co-requisite).

MGT 357 Employee Training and Development Credits: 3

The course will emphasize the theories of management training and development, and the practical application of these theories in today's organizations. Special emphasis will be on current topics in the field of human resource development, including: training self-directed work teams, managing a diverse workforce, and the practical application of designing programs in today's environment. This will include actually designing needs analysis and training evaluation programs. The course will frame the concept of training and development within the applicable theory of adult learning.

Prerequisites: MGT 332 (or co-requisite).

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 or Civil Engineering student and completion of 45 hours.

MGT 367 Human Resource Analytics Credits: 3

This course equips students to influence human resource decisions through the use of data and analytics. Students will work through the analytics process, from understanding business questions and acquiring data to applying descriptive and predictive analytics, visualization, and statistical testing, as well as designing and implementing employee surveys to gain insights and inform critical HR decisions. Key HR areas explored include recruiting, staffing, compensation, performance management, employee engagement, and retention. Students will use Excel and AI-based platforms to analyze both qualitative and quantitative data.

Prerequisites: MGT 332 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 or BAS 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.

Corequisites: MGT 332 or concurrent enrollment.

MGT 377 Total Rewards Management Credits: 3

The course will examine both the theory and practice of Total Compensation. Topics include strategic compensation, employee compensation and benefits, job evaluation, external competitiveness market analysis, incentives and variable pay, employee motivation, compensation administration and the compensation of special groups. A variety of approaches are employed to examine organizational compensation policy and design.

Prerequisites: MGT 332 (or co-requisite).

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.

Corequisites: MGT 332 or concurrent enrollment; MGT 301 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 332; MKT 324.

Co-requisites: Completion of or concurrent enrollment in 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.