Management (MGMT)

Courses

MGMT 2053. Business Foundations. 3 Hours.
This course surveys the areas of business and presents business processes that are common to most enterprises through a hands-on, interactive business experience. It reinforces the use of financial accounting for reporting the results of business operations, and introduces managerial accounting concepts and techniques for improving the quality business decisions. Prerequisite: ISYS 1120 or ISYS 1123 and ACCT 2013 each with a grade of "C" or better.

MGMT 2103. Managing People and Organizations. 3 Hours.
Study of the process of acquiring and managing Human Capital, focusing on the organizational behavior, legal, economic, and technical issues concerned with business decisions about acquiring, motivating, and retaining employees; emphasis given to the development, implementation, and assessment of policies and practices consistent with legal, social, human, and environmental dynamics. Prerequisite: MGMT 2053 or ACCT 2023 and WCOB 1033 each with a grade of C or better.

MGMT 2103H. Honors Managing People and Organizations. 3 Hours.
Study of the process of acquiring and managing Human Capital, focusing on the organizational behavior, legal, economic, and technical issues concerned with business decisions about acquiring, motivating, and retaining employees; emphasis given to the development, implementation, and assessment of policies and practices consistent with legal, social, human, and environmental dynamics. Prerequisite: MGMT 2053 or ACCT 2023 and WCOB 1033 with a grade of C or better.
This course is equivalent to MGMT 2103.

MGMT 3013. Strategic Management. 3 Hours.
Integrative study of managerial decisions; introduces students to an understanding of strategic competitiveness and the way in which business strategy is formulated and implemented; uses a combination of theoretical and applied approaches to analyzing key business decisions, implementing these decisions, and monitoring their effects. Corequisite: Drill component. Prerequisite: ACCT 2013, (ACCT 2023 or MGMT 2053), WCOB 1033, ECON 2013, ECON 2023, (MATH 2053 or MATH 2564), (MATH 2043 or MATH 2554), COMM 1313, BLAW 2013, ISYS 2103, SCMT 2103, MGMT 2103, FINN 3043 and MKTG 3433, all with a grade of C or better, and ISYS 1120 or (ISYS 1123 with a grade of C or better)).

MGMT 3013H. Honors Strategic Management. 3 Hours.
Integrative study of managerial decisions; introduces students to an understanding of strategic competitiveness and the way in which business strategy is formulated and implemented; uses a combination of theoretical and applied approaches to analyzing key business decisions, implementing these decisions, and monitoring their effects. Prerequisite: ACCT 2013, (ACCT 2023 or MGMT 2053), WCOB 1033, ECON 2013, ECON 2023, (MATH 2053 or MATH 2564), (MATH 2043 or MATH 2554), COMM 1313, BLAW 2013, ISYS 2103, SCMT 2103, MGMT 2103, FINN 3043 and MKTG 3433, all with a grade of C or better, and (ISYS 1120 or (ISYS 1123 with a grade of C or better))).
This course is equivalent to MGMT 3013.

MGMT 3533. Alternative Dispute Resolution. 3 Hours.
This immersion into the divergent forms of conflict/dispute resolution will expose students to the dynamics of one of the leading disciplines in the workplace and society as a whole. Students will be presented with a comprehensive analysis of divergent aspects of conflict resolution strategies such as negotiation, mediation, arbitration, neutral fact finding, settlement conferences, summary trials, conciliation and facilitation. Confrontational negotiating styles and illustrations will be contrasted with topical strategies such as mutual gains. Prerequisite: Junior standing.

MGMT 3563. Management Concepts and Organizational Behavior. 3 Hours.
Business students may not receive credit for this course. Course introduces students to fundamental concepts of management practice with particular emphasis on managing human behavior in organizations. Addresses the planning, organizing, directing, and controlling functions performed by managers as these functions relate to managing human resources. Provides survey of critical management concepts; enables students to develop analytical and problem solving skills through case studies and experimental exercises. Students may not receive credit for both WCOB 2033 or MGMT 2103 and MGMT 3563. Walton College majors are not eligible to register for the course. No degree credit for Walton College majors.

MGMT 3653. A Competitive Advantage: Creating and Leading a Diverse Workforce. 3 Hours.
Study of the process of creating and leading a diverse workforce, focusing on the knowledge and skills necessary for creating a culture that embraces and makes diversity work; examines the many dimensions of diversity with emphasis on understanding the range of cultural behaviors and expectations, cultural communication, and building diverse work teams. Special attention will be given to developing talent management competencies, such as recruiting, coaching, mentoring, career development, and evaluating and measuring the effects of diversity initiatives. Prerequisite: Junior standing.

MGMT 3673. Social Entrepreneurship. 3 Hours.
The course explores the notion of social entrepreneurship both, as a movement and as an alternative to engage with the market economy. Students will explore the possibility of opening their own business with a strong social mission; adopting some sustainable practices to advance their social or environmental causes; advocating for new ways of measuring impact and returns to investment; or simply by becoming responsible consumers, conscious about the consequences of their decision making power. Prerequisite: Junior standing.

MGMT 3933. Entrepreneurship and New Venture Development. 3 Hours.
The role of the entrepreneur in starting up new businesses. Identification of new venture opportunities and the evaluation of their feasibility.

MGMT 4003H. Honors Management Colloquium. 3 Hours.
Explores events, concepts and/or new developments in the field of Management. Prerequisite: Senior standing. May be repeated for degree credit.

MGMT 4103. Special Topics in Management. 3 Hours.
Explores trends, concepts, and important developments in management as they impact on organizational performance. Topics are selected by the Management Department faculty for each semester the course is offered. May be repeated for degree credit.

MGMT 4103H. Special Topics in Management. 3 Hours.
Explores trends, concepts, and important developments in management as they impact on organizational performance. Topics are selected by the Management Department faculty for each semester the course is offered. May be repeated for degree credit.

MGMT 4243. Ethics and Corporate Responsibility. 3 Hours.
A comprehensive and critical examination of traditional and current ethical theories and approaches that guide business decision-making, ethical issues that affect business decisions, and ethics related to the various business disciplines.

MGMT 4253. Leadership. 3 Hours.
This course offers a foundation for understanding and evaluating organizational leadership. It is designed to assist students in developing frameworks for understanding and enacting leadership. This course examines topics such as the nature and foundation of the leader-follower relationship, models that explain effective leadership, and the interface of leadership with gender, ethics, and culture. Prerequisite: WCOB 2033 or MGMT 2103 or MGMT 3563.
MGMT 4253. Organizational Change and Development. 3 Hours.
This course will develop diagnostic and intervention skills that can be applied to identifying and overcoming problems of morale and productivity in organizations. A variety of behavioral methods will be covered. Prerequisite: WCOB 2033 or MGMT 2103 or MGMT 3563.

MGMT 4433. Small Enterprise Management. 3 Hours.
Small enterprise opportunities and problems emphasizing innovation, management planning and control, financing, marketing and legal requirements. Emphasis on application of management knowledge to small enterprise management. Prerequisite: MGMT 3933.

MGMT 450V. Independent Study. 1-3 Hour.
Permits students on individual basis to explore selected topics in management. May be repeated for up to 3 hours of degree credit.

MGMT 4543. Students Acquiring Knowledge Through Enterprise (S.A.K.E.) Product Innovation Lab. 3 Hours.
Provides a structured stage-gate framework for new product development through a hands-on, interactive product innovation experience. Students will learn and apply skills related to the development and testing of new concepts and products including: ideation techniques; concept writing; designing and implementing effective qualitative and quantitative consumer research; prototyping; financial profile development; and developing impactful presentations. Prerequisite: Junior standing.

MGMT 4583. International Management. 3 Hours.
Develops an understanding of international business management and the cultural environments in which IB exists today. Students examine international business practices and learn about unique elements of business as it practiced in selected nations and diverse cultures.

MGMT 4943. Organizational Staffing. 3 Hours.
In-depth study of theoretical, legal, methodological, and substantive issues related to selection, performance appraisal, and development of employees. Students participate in individual and group projects designed to provide theoretical and practical skills related to staffing. Prerequisite: WCOB 1033.

MGMT 4953. Organizational Rewards and Compensation. 3 Hours.
Develops an understanding of reward systems theory and its application to the design of compensation systems. Provides theoretical and legal background and practical applications for the use of reward systems in attracting, motivating, and retaining employees. Prerequisite: WCOB 1033.

MGMT 4993. Entrepreneurship Practicum. 3 Hours.
Hands-on management of an actual on-going business. Students will gain experience working in, making decisions about, and managing a business. Topics covered include accounting, economics, finance, information systems, law, logistics, management, and marketing. Entrance by application only. May be repeated for up to 6 hours of degree credit.

MGMT 5213. Business Foundations for Entrepreneurs. 3 Hours.
Introduction to the fundamental business concepts an entrepreneur needs to know to evaluate and launch a successful new venture. Topic areas include recruitment, selection, motivation and management of employees, market analysis and the marketing mix, financial strategies and accounting for funds, economic considerations, and the management of operations. Prerequisite: Graduate standing.

MGMT 5223. Business Leadership and Ethics. 3 Hours.
Management for a global environment. The class will cover interpersonal workplace skills such as leadership and motivation, along with the management of human capital through well designed recruitment, selection, performance evaluation, compensation, and quality control systems. May be repeated for degree credit.

MGMT 5313. Strategic Management. 3 Hours.
Strategy formulation, strategy implementation, and other topics related to the long-term success of the firm. Includes role of the general manager, international issues, and the impact of management fads on decision making.

MGMT 5323. New Venture Development. 3 Hours.
Focuses on the identification and analysis of new venture opportunities and how entrepreneurs acquire the human and financial resources needed to develop successful businesses. Topics include market analysis, development of products and services, negotiation, developing and executing business plans, and new venture financing. Students are required to complete summer assignments before the course begins in the fall semester. Prerequisite: MGMT 5213 or an undergraduate degree in business or permission of the instructor.

MGMT 5363. Innovation & Creativity. 3 Hours.
This class will provide a framework for developing, assessing and implementing innovations in start-ups and established businesses. Focus is on creative decision making, managing for innovation, strategic analysis of innovations, and implementation of innovations. Aimed at entrepreneurs, brand managers, and managers in industries where innovation is a key strategic capability.

MGMT 537V. Global Business. 1-3 Hour.
Integrated overview of the global business environment and the organizational challenges of a multinational firm. To enhance understanding of the business and cultural environment of prominent emerging markets, the course includes a 2-3 week overseas immersion project to fulfill a predefined goal. Project is integrated with global content upon return. This course is cross-listed with ECON 537V.

MGMT 5391. Business History and Practice. 1 Hour.
This course provides students with an overview of how businesses evolve over the years, and how they are run today. Using examples from research and practitioner articles, it allows students to learn about hands-on concepts such as business models, Integrative Performance, Organization Structure, Competitive Advantage, Value Networks, and Business Obligations in an experiential manner.

MGMT 5413. New Venture Development II. 3 Hours.
A large-scale, real world, 10 week project involving hands-on work addressing issues faced by managers in partnering firms. Corequisite: Instructor consent. Prerequisite: MGMT 5323.

MGMT 5502. Introduction to Strategy. 2 Hours.
An introduction to the value chain concept, the underlying framework of the Managerial MBA program. Topics include the primary value chain activities of inbound logistics, operations, outbound logistics, marketing and sales, and service, as well as the support activities of procurement, technology development, human resource management and firm infrastructure.

MGMT 5613. Leadership and Organizational Behavior. 3 Hours.
Managing in a global workforce, including human resource issues, motivation, performance evaluation, quality concepts, transformational leadership, and selection/recruitment/development of employees.

MGMT 5993. Entrepreneurship Practicum. 3 Hours.
Hands-on management of an actual on-going business. Students will gain experience working in, making decisions about, and managing a competitive business. Students will be required to analyze the business in a term paper or other integrative assignment. Entrance by application only.

MGMT 6011. Graduate Colloquium. 1 Hour.
Presentation and critique of research papers and proposals. May be repeated for degree credit.

MGMT 6113. Seminar in Organizational Behavior. 3 Hours.
Survey of theoretical and empirical literature in organizational behavior. Stresses critical evaluation of current writing in the field and its integration with prior research. Covers topics relating to motivation, individual differences, job attitudes, social influence processes, and group dynamics. Prerequisite: Admission to a Ph.D. program.
MGMT 6123. Seminar in Organization Theory. 3 Hours.
This Ph.D.-level seminar presents an overview and introduction into organization theory literature. Emphasis on the development of relevant schools of thought, changes in the content of the traditional or ‘mainstream’ themes, current topics, schools of thought, and future directions are examined. Prerequisite: Admission to a Ph.D. program.

MGMT 6133. Seminar in Strategy Research. 3 Hours.
This Ph.D.-level seminar presents an overview and introduction into the strategic management literature. Emphasis on both the content and process of the extant research. Relevant theory, methods, ‘mainstream’ themes, current topics, schools of thought, and future directions are examined. Prerequisite: Admission to a Ph.D. program.

MGMT 6213. Seminar in Research Methods. 3 Hours.
Familiarizes students with the principles and techniques underlying research in management and organizations. Issues of basic philosophy of science and research methods are covered. Special attention given to the practical problems of research design, measurement, data collection, sampling, and interpretation in conducting research in management and in organizations. Prerequisite: Admission to a Ph.D. program.

MGMT 6223. Seminar in Management Topics. 3 Hours.
Seminar in special research topics in management. Topics vary depending upon instructor. Prerequisite: Admission to a Ph.D. program. May be repeated for up to 3 hours of degree credit.

MGMT 6233. Seminar in Human Resource Management. 3 Hours.
Provides an overview of major issues in human resource management. Designed to familiarize students with the seminal research in human resource management, and to provide them with the conceptual and methodological tools necessary to do research in the area. Prerequisite: Admission to a Ph.D. program.

MGMT 636V. Special Problems in Management. 1-6 Hour.
Individual reading and research. May be repeated for up to 6 hours of degree credit.

MGMT 700V. Doctoral Dissertation. 1-18 Hour.
Doctoral Dissertation. Prerequisite: Candidacy. May be repeated for degree credit.