

MANAGEMENT - MGT

MGT 101 Introduction to Management 3 Credits

Overview of the managerial functions and processes, including planning, organizing, leading and controlling, addressed from behavioral, economic, historical, and other perspectives.

Offered: fall & spring.

MGT 325 Operations Analysis for Business 3 Credits

Production/operations management and management science. Decision areas include Operations strategy, process management, quality management, facilities layout, inventory management, aggregate planning and just-in-time systems. Problem-solving techniques include forecasting, linear programming and decision analysis. This is NOT a MGT elective.

Prerequisite: MAT 106 or equivalent (or permission of the instructor).

Offered: fall & spring.

MGT 334 Strategic Sourcing 3 Credits

This course builds upon the operations management principles discovered in Operations Management and extends them to strategic sourcing and its role in global supply chain management. Strategies, concepts, and terminology pertinent to the study of strategic sourcing will be discussed. Topics to be discussed include: purchasing process, purchasing policy and procedures, supply management integration, commodity strategy development, supplier evaluation and selection, supplier quality management, supply management development, worldwide sourcing, strategic cost management, tools and techniques, negotiation, contract management, law and ethics, trends, and performance measurement. Counts as a MGT elective.

Prerequisite: MGT 325 or MGT 336.

Offered: occasionally.

MGT 335 Management Science 3 Credits

Introduction to a variety of management science tools and applications including linear programming, forecasting, decision analysis and project management. Quantitative modeling of decision-making problems, with an emphasis on interpretation of results.

Prerequisite: ECO 255.

Offered: every fall.

MGT 336 Production/Operations Management 3 Credits

The objective of the course is to address how firms manage processes that create goods and/or services and add value for the customer. Decision areas include operations strategy, types of processes, product/ service design, facilities layout, inventory management, aggregate planning, just-in-time systems and supply chain management.

Prerequisite: MGT 101.

Offered: every spring.

MGT 350 Strategic Sustainable Development 3 Credits

Sustainable development has moved from 'doing good' to 'good business'. Organizations are realizing that sustainable development can have a positive strategic impact on their performance and that a strong business case can be made for such initiatives. This course will examine current issues and trends in sustainable development and their impact on strategy. Counts as a MGT elective.

Offered: occasionally.

MGT 353 History of American Capitalism 3 Credits

This course explores the development of American capitalism and business system in the United States from Colonial America to the present. Major themes will include the development of the business firm, business-government relations, marketing and advertising, employment relations, and the financial system. Key figures in business and their contributions also will be explored. The study of history will help students gain a richer understanding of the complexities of the business system and help to prepare them for the future as business professionals.

Offered: occasionally.

MGT 360 Organizational Behavior 3 Credits

Organizational functioning at the individual, group, and system levels. Topics include social perception, communications, leadership and motivation, and organization design. Course includes experiential practice of related managerial skills.

Prerequisite: MGT 101 & sophomore standing.

Offered: fall.

MGT 364 Human Resources Management 3 Credits

Focuses on a firm's human-resources management activities. Topics include contemporary approaches to strategy, staffing, training & development, performance evaluation, compensation and labor and employee relations.

Prerequisite: MGT 101 & junior standing.

Offered: spring.

MGT 367 Employee and Labor Relations 3 Credits

Understanding power relationships in the world of work. Formal relationships between management and unions representing employees.

Topics include labor history, negotiating, labor/management relations including adversarial as well as labor/management collaboration and managing grievances. Some emphasis on skill development. Counts as a MGT elective.

Prerequisite: MGT 360 & junior standing.

Offered: occasionally.

MGT 370 Managerial Environment 3 Credits

Managing interplay between business and society, including political, economic, social, legal, international, and ethical environments. Role of market, law, self in control of business, cases, and issues.

Prerequisite: MGT 101 & senior standing.

Offered: fall & spring.

MGT 380 International Business Seminar 3 Credits

This course offers short-term seminars in Europe or China, either in the winter between the fall and spring semesters or in the summer. Winter trips are typically two-and-one-half weeks and summer trips are typically three weeks. The seminars give exposure to the international business environment and to business practices outside of the U.S. There are readings, discussions, and a substantial paper required. Depending on the specific seminar the costs range from approximately \$4500.00 to \$7500.00 in addition to normal tuition for the 3 credit hour course. Counts as a MGT Elective.

Restriction: open to upper-level business majors and to others with instructor approval.

Offered: occasionally.

MGT 430 Sustainability and Supply Chains 3 Credits

Key approaches and issues relating to sustainable operations and supply chain management including analysis of the social and environmental impacts of supply chains, the triple bottom line (people-planet-profit), lean operations, closed-loop supply chains, design for the environment (DFE), remanufacturing, and reverse logistics. Counts as a MGT elective.

Prerequisite: MGT 101.

Offered: occasionally.

- MGT 433 Negotiation Theory and Practice** 3 Credits
Explores formal and informal ways that managers negotiate differences. The course considers negotiation with peers, supervisors, subordinates, suppliers, customers, outside agencies and others as a key managerial process and a component of effective leadership. It takes a broad view of negotiations, examining the links between effective negotiation processes and influence, communication and relationship-management. We will examine research and concepts developed in a number of academic fields, and look closely at personal skills and experiences. The course requires intense involvement in negotiation simulation exercises, and thoughtful application of theory and research. Counts as a MGT elective. Pre-requisite: MGT 101
Offered: occasionally.
- MGT 436 Quality Management** 3 Credits
This course will provide an overview and understanding of quality management systems and their application to business. This will include such topics as total quality management (TQM), ISO 9000, the Malcom Baldrige Award and Six Sigma (6s). In addition, tools and techniques, and strategies used in quality management will be discussed. Counts as a MGT elective.
Prerequisite: MGT 325 or MGT 336.
Offered: occasionally.
- MGT 437 Project Management** 3 Credits
Introduction to the principles and techniques employed by project managers. Focus on entire project life cycle. Critical issues such as time, cost and performance parameters analyzed from organizational and resource management perspectives. Counts as a MGT elective.
Prerequisite: MGT 325 or MGT 335.
Offered: occasionally.
- MGT 438 Entry Strategies in Emerging Markets** 3 Credits
This course examines global corporate entrepreneurship and the process through which established companies identify, launch, and manage the entry of existing products into geographic markets where the companies do not currently compete. We will also look at "emerging giants"? -- entrepreneurial firms in emerging markets that have grown to become multinationals. The course examines the differences between emerging markets and mature markets, as well as differences among emerging markets. The objective is to understand how these issues affect business opportunities in different emerging markets and why these efforts often fail. Counts as a MGT elective.
Prerequisite: ECO 101, ECO 102, & MGT 101.
Offered: occasionally.
- MGT 439 Special Topics in Operations Planning and Control** 3 Credits
Series of topics designed to target the professional certification examination conducted by APICS (The Association for Supply Chain Management). Topics include: demand management, master planning, capacity management, production activity control, inventory management, purchasing and physical distribution, and theory of constraints. Pre-requisites: MGT325 or MGT336 or Permission of the Instructor
Offered: Occasionally
- MGT 440 Global Supply Chain Management** 3 Credits
This course examines procurement and outsourcing strategies, network configuration, inventory management, supply chain integration, strategic alliances, international issues, coordinated product and supply chain design, demand forecasting, ERP systems, quality and JIT issues and performance measurement in a global supply chain. Counts as a MGT elective.
Prerequisite: MGT 325 or MGT 336.
Offered: every fall.
- MGT 446 Managerial Policy/Strategy** 3 Credits
Business students' capstone course. Integration of all business disciplines into discussion of goals, strategies, policies, planning, and evaluation. Cases provide decision-making experience.
Restriction: must be taken in last semester of senior year. Senior status offered: fall & spring.
- MGT 460 Ethical Power and Influence for Leaders** 3 Credits
Power and influence permeate our everyday lives and are important processes within organizations. Whether it be a company you founded, one you might be working with, or a company you work for, it is vital to understand how power and influence can be used to get things done even if there are barriers in your way. Technical expertise is important, but understanding how to achieve buy-in for your initiatives and goals is vital to your success. This course is about understanding power and influence and learning to use them effectively to achieve your goals. Through self-assessments, you will come to understand your own beliefs and tendencies regarding power and influence. Using this as a starting point, conceptual models are explored to give you real-world approaches in how to use ethical power and influence to become effective leaders. Counts as a MGT elective.
Prerequisite: MGT 101 or permission of instructor.
Offered: every spring beginning spring 2018.
- MGT 472 Comparative Management Systems** 3 Credits
International business emphasizing differences in systems. Context and traditions in different countries and regions: social, political, governmental, business, labor, ethical, cultural analysis. Different management and business practices. Managing and doing business within and across many countries. Counts as a MGT elective.
Prerequisite: MGT 101 or permission of instructor.
Offered: spring.
- MGT 475 Doing Business in Latin America** 3 Credits
This course is designed to provide an introduction into the Latin American business environment and its impact on management practices. Latin America is a region of resource-rich, with rapidly developing economies with enormous potential for business. Some Latin American countries have experienced, and still are undergoing, drastic political and economic transformation. This course will help students understand the opportunities and business potential as well as risks and barriers of doing business in Latin American countries. This course uses cases that focus on managerial aspects relevant to investment, risk management, and Latin America cultural issues.
Offered: occasionally.
- MGT 492 Internship in Global Supply Chain Management** 3 Credits
All for-credit internships require non-routine job experience that links academic concepts with practical experience. Involve supervision by faculty and student demonstration of academic value through papers and reports. Enrollment subject to meeting minimum GPA requirement.
Prerequisite: student must complete a WSB Internship Application and obtain permission of a faculty supervisor, department chair, & the associate dean.
Offered: fall & spring.
- MGT 493 Internship in Human Resource Management** 3 Credits
All for-credit internships require non-routine job experience that links academic concepts with practical experience. Involve supervision by faculty and student demonstration of academic value through papers and reports. Enrollment subject to meeting minimum GPA requirement.
Prerequisite: student must complete a WSB Internship Application and obtain the approval of a faculty supervisor, department chair, & associate dean.
Offered: fall & spring.

MGT 494 Operations Management Internship 3 Credits

Internships require an application and approval by the associate dean.

Prerequisite: student must complete a WSB Internship Application and obtain permission of a faculty supervisor, department chair, & the associate dean.

MGT 496 Management Internship 3 Credits

All for-credit internships require non-routine job experience that links academic concepts with practical experience. Involve supervision by faculty and student demonstration of academic value through papers and reports. Enrollment subject to meeting minimum GPA requirement.

Prerequisite: student must complete a WSB Internship Application and obtain the approval of a faculty supervisor, department chair, & associate dean.

Offered: fall & spring.

MGT 499 Management Independent Study 6 Credits

Counts as an MGT elective. Independent studies require an application and approval by the associate dean.

Prerequisite: student must complete a WSB Independent Study Application Form and obtain the approval of a faculty supervisor, department chair, & the associate dean.

Offered: fall & spring.