

# MANAGEMENT (MAN)

## MAN 2060 - Business and the Environment (3 Credits)

This course examines the relationship between business and the natural environment, using ethical responsibility and strategic perspectives.

**Attribute(s):** CRIT - GE Critical Think Competency, GE Critical Think Competency

## MAN 2062 - Business Ethics (3 Credits)

Study of the fundamentals of moral reasoning in a business context designed for business and non-business majors. Focus will be placed on the basic conceptual tools for ethical decision-making, recognition of situations which call for ethical decision-making, commonly used ethical theories and second level principles, and use of a decision procedure for applying ethical theories and principles in practical situations.

**Attribute(s):** COBC - College of Bus. Course, PHMR - Philosophy Minor

## MAN 3025 - Principles of Management (3 Credits)

A survey course that covers the fundamentals of the management process including planning, organizing, controlling and leadership. Emphasis is on models, theories and tools for the effective and efficient management and leadership of domestic and global organizations.

**Attribute(s):** COBC - College of Bus. Course

## MAN 3033 - Mgmt. Analysis Lead. & Control (3 Credits)

This management course requires students to analyze business problems by focusing on the methods, tools, and data that managers use to set and meet specific goals. These skills include how to plan the coming year and quarter, structure and resource the firm, communicate expectations, monitor progress, and ensure compliance. This course focuses on those non-behavioral skills and analysis abilities that comprise a distinctive competence of managing a department or workgroup. The course supports students planning a business career as managers at all levels, and in any line/department function. Its focus is on the planning, analytical, and quantitative skills required for an entry level management position (managing 3-10 people groups), and then for a successful executive career managing in a modern organization.

## MAN 3046 - Leading Teams (3 Credits)

Introductory course on the theory and practice of leading, managing, and functioning in teams and groups. The focus of the course will be on building high performance teams and recognizing and resolving conflicts among team members.

**Prerequisite(s):** MAN 3025

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect.

## MAN 3063 - Organizational Ethics & Values (3 Credits)

Roles of personal, organizational, and societal values and ethics in society. Topics include exploration of individual ethics, values and goals; the study of ethical behavior within organizations, as it influences people, products, and the work environment; the exploration of the values, ethics, and beliefs upon which the free market system of production and exchange is built; and the exploration of individual roles as well as the appropriate roles of organizations and government in society.

**Prerequisite(s):** MAN 3025

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

## MAN 3201 - Organizational Theory & Change (3 Credits)

As managers navigate in an increasingly global environment, they must possess specific competencies. Students will develop these competencies through a comprehensive review of organizational theory. Topics include organizational functioning from a macro perspective with emphasis on evolution, structure, design, and processes of complex systems including communication/information networks, intergroup processes, and control strategies. Processes associated with planned change will also be examined including the application of problem solving and systems thinking to analyses of organizational issues.

**Prerequisite(s):** MAN 3025

**Attribute(s):** COBC - College of Bus. Course

## MAN 3301 - Human Resource Management (3 Credits)

Provides students with an understanding of the fundamentals of human resource management within today's global business context. Focus on the strategic relevance of HRM to business competitive success. Examines the management of an organization's human resources from the point of view of the manager, employee, and hr department. Emphasis placed on those activities relating to attracting, maintaining, and developing an effective workforce.

**Prerequisite(s):** MAN 3025

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

## MAN 3320 - Employee Staffing (3 Credits)

Provides students with a detailed overview of the staffing activities performed by organizations. Examines selection from the process of determining what type of employees are needed by the organization, when they are needed, generating a pool of qualified candidates, selecting the best candidate, to making a successful offer. Also includes evaluation of an organization's staffing policies and practices.

**Prerequisite(s):** MAN 3301

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

## MAN 3350 - Training and Development (3 Credits)

This course examines both the theory and practice of training and development in organizations. Topics covered will include organizational, task, and individual needs assessment, training design and implementation, and evaluation techniques. This course will draw upon research and theory from management, psychology, and other relevant domains. Application of the text/ lecture materials will be reinforced through class exercises, group assignments, guest lectures, and presentations. Prerequisites: MAN 3301 (Intro. to HR)

**Prerequisite(s):** MAN 3301

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

## MAN 3401 - Labor-Management Relations (3 Credits)

A study of the historical, legal, social, and economic framework of both private and public sector labor relations in the U.S. The respective philosophy, objectives and strategies of unions and management are examined, as is the key role of Federal agencies such as the National Labor Relations Board and the Federal Mediation and Conciliation Service.

**Prerequisite(s):** MAN 3301

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

**MAN 3600 - International Business (3 Credits)**

Overview of the international business environment. Topics include globalization, differences in political, legal, economic & socio-cultural institutions, international trade, FDI, regional economic integration, the global financial & monetary system, and international dimensions of business functions.

**Prerequisite(s):** MAN 3025

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective, WBLI - Work based learning indicator

**MAN 3623 - Global Org. Behavior & Ethics (3 Credits)**

International aspects of organizational behavior are examined with a focus on theoretical processes at the individual, group, and organizational levels. Main topics include motivation, team behavior, leadership, conflict, power & influence, perception, and cultural value orientations. Emphasis is placed on ethical decision making and behavior in the context of today's global management challenges and complexities.

**Prerequisite(s):** MAN 3025

**Attribute(s):** COBC - College of Bus. Course, SRVC - Service Learning Component, WBLI - Work based learning indicator

**MAN 4143 - Leadership (3 Credits)**

Capstone course on the theory and practice of leadership. The focus of the course will be on examination of leadership and the process of achieving excellence in organizations.

**Prerequisite(s):** MAN 3046 (may be taken concurrently) or MAN 3623 (may be taken concurrently)

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

**MAN 4330 - Management of Compensation (3 Credits)**

Study of the evolution of innovative compensation policies aimed at aligning individual and organizational performance with competitive business strategies in domestic and global markets. Relevant labor market pay practices and government policies such as ERISA and COBRA are examined. Internal organization pay policies, ESOPs, pay for performance incentive systems, and various indirect compensation benefits are covered

**Prerequisite(s):** MAN 3301

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

**MAN 4441 - Negotiation (3 Credits)**

The course covers the theories and practices of negotiation that can be used to manage successfully in business and professional settings. Students will improve their understanding of negotiation and their effectiveness as negotiators.

**Prerequisite(s):** MAN 3046 (may be taken concurrently) or MAN 3623 (may be taken concurrently)

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

**MAN 4602 - Global Business Strategy & Org (3 Credits)**

A study of international success/failures. Topics include foreign market entry & modes, global operations, strategic imperatives, competitive advantages, international trade and FDI policy, export and import strategies, global mergers, acquisitions and strategic alliances & structuring.

**Prerequisite(s):** MAN 3600

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective, WBLI - Work based learning indicator

**MAN 4625 - Global Human Resource Mgt (3 Credits)**

Provides an introductory knowledge and skill base in aspects of global human resource management to assist with the effective management of people in international settings. Focus given to preparing employees for international assignments, international training and compensation, and management from a distance, among other international labor issues.

**Prerequisite(s):** MAN 3301

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

**MAN 4720 - Integrated Management Capstone (3 Credits)**

The capstone management course integrates the major topics of management. Students will review and integrate a broad range of management concepts, apply critical thinking skills, analyze organizational strengths and weaknesses, recommend appropriate action for change, and apply theories from prior management courses including global organizational behavior and ethics, human resource management, international business, and organizational theory and change. Senior status required.

**Prerequisite(s):** (MAN 3046 (may be taken concurrently) or MAN 3623 (may be taken concurrently)) and (MAN 3063 (may be taken concurrently) or MAN 3201 (may be taken concurrently)) and MAN 3301 (may be taken concurrently) and MAN 3600 (may be taken concurrently)

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect.

**MAN 4905 - Independent Study in Mgt (3 Credits)**

Specialized independent study by students working one-on-one with a faculty member. Topics vary and are usually determined by the student's and faculty member's needs and interests. (Senior standing and permission of department required.)

**Prerequisite(s):** MAN 3025

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

**MAN 4930 - Seminar in Management (1-3 Credits)**

Exploration of specialized topics in management selected by instructor and department chair.

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective

**MAN 4941 - Management Internship (3 Credits)**

Opportunity to enhance and apply management skills and knowledge to a relevant profit or nonprofit organization to facilitate career planning and development. (Permission of department required) (S/U only)

**Attribute(s):** COBC - College of Bus. Course, COBE - College of Bus. Elect., MANE - Management Elective, WBLI - Work based learning indicator

**MAN 6266 - Strategic Leadership (3 Credits)**

Everyone leads in the sense of attempting to influence others each day. This course takes an interdisciplinary, evidence-based approach to the theory and practice of effective leadership in a global context. Explores the differences in leadership and management functions, develops skills in communicating organizational vision and strategy, engaging in ethical decision-making processes, leading teams, and influencing individuals in ways that are based on mutual trust and authenticity.

**MAN 6289 - Org Development & Change (3 Credits)**

Studies organization development as a process of planned change to improve an organization's problem-solving skills and its overall effectiveness within a changing and complex environment, including behavioral effects of power and authority, formal organizations, structural variation, leadership, motivation, and organizational change.

**MAN 6305 - Human Resource Management (3 Credits )**

Provides a broad exposure to the policies, functions (such as recruitment, selection, compensation, evaluation, and development), and current issues involved in managing a firm's employees. The strategic role of HRM will be emphasized.

**MAN 6601 - International Management (3 Credits )**

Our goal in International Business is to build our ability to identify the critical questions around the challenges managers in international organizations face. We begin a discussion of what a Global Manager encapsulates (micro perspective). Next we look at the individual and interpersonal sides of global management. You will develop global organizational membership skills via discussion, learning from others, team work, self-monitoring, and identifying and seeking what you need to know.

**MAN 6607 - Global Organization Issues (3 Credits )**

The principal objective of this course is to familiarize students with the complexity of conducting business in international markets. The course will present a unified framework based on which we will discuss the various global political, legal, economic, technological, ecological, and social forces confronting firms operating in international markets, and the implications of these forces for the strategic management of multinational corporations (MNCs). This course sets out to sensitize students to the considerable challenges as well as valuable opportunities managers face when entering foreign markets and internationalizing their business operations.

**MAN 6907 - Independent Study in Mgt (1-3 Credits )**

Individual study and research under faculty direction. Topics vary and are usually selected on an individual basis. Detailed project and/or paper must be completed. (Permission of instructor and department required)

**Prerequisite(s):** MAN 6055

**MAN 6930 - Seminar in Management (3 Credits )**

A comprehensive survey of selected contemporary issues and topics in management at the graduate level. Individual investigation and reporting emphasized in seminar fashion.

**MAN 6946 - Management Internship (3 Credits )**

An experiential learning exercise that allows for practical application of knowledge acquired in the classroom. S/U only. (Permission of department required).

**Attribute(s):** WBLI - Work based learning indicator