

MANAGEMENT (MGT)

MGT 321. Organizational Behavior. 3 Hours.

This class examines the study of human behavior in complex organizations with emphasis on individual, small group, and inter-group behavior and how it affects and is affected by the organization in pursuit of organizational goals.

MGT 324. Business Data Analytics I. 3 Hours.

This course introduces students to data analytics statistical methods used in addressing real world business problems. This course is designed to apply statistical concepts and perform data visualization using pivot tables, formatting, functions and Power BI. Topics covered include sampling distributions, confidence intervals, hypothesis testing, simple regression and multiple regression. Appropriate computer resources will be used. This course integrates the principles of experiential learning and meets the criteria for undergraduate research. Prerequisite: MATH 1342.

MGT 325. Business Statistics. 3 Hours.

This course introduces students to statistical methods used in addressing real world business problems. Topics covered include sampling distributions, confidence intervals, hypothesis testing, simple regression, and multiple regression. Appropriate computer resources will be used. Prerequisite: MATH 1342.

MGT 326. Labor Relations. 3 Hours.

This course discusses labor in the United States with emphasis on the historical development of unionism labor legislation, union structure, bargaining issues, contract negotiations and administration, and labor-management relations.

MGT 340. Innovation Management. 3 Hours.

The course will cover the basic concepts of innovation, basic theories and representative practical cases. Topics will include, but are not limited to, creativity, innovative thinking and design thinking, design and management of innovative teams and organizations, innovative management of technology and products, identification of innovation opportunities, design and innovation of business models, planning and implementation management of innovation strategy, the organization and management of innovation process, etc. The purpose of this course is to help students break through the existing thinking patterns, improve their ability to think creatively, understand the main problems in the innovation process of products, services, organizations and industries, and master the general principles and laws of promoting and managing innovation activities. This course is suitable for students who want to use innovative thinking to solve problems and to improve their capabilities of leadership and management related to innovation.

MGT 350. Farm and Agribusiness Management. 3 Hours.

Survey of best management practices throughout the food marketing chain. Students will learn a variety of topics related to agribusiness management.

MGT 351. Advanced Agribusiness Management. 3 Hours.

This course is designed to familiarize students with selected quantitative tools and procedures for analysis and decision-making in farm and ranch business management; and demonstrate their application to enterprise as well as a total systems approach to farm/ranch business planning problems.

MGT 366. Topics in Organizational Leadership. 3 Hours.

Leading organizations in a contemporary business climate is increasingly complex. This course focuses on the complexity of today's organization and the application of leadership in this environment. An important component of this class is the guest lecturers delivered by local organizational leaders. Prerequisite: Sophomore standing and MGT 395.

MGT 395. Principles of Management. 3 Hours.

This class is a study of management principles that apply to all types of business organizations with special emphasis on planning, organizing, staffing, and controlling.

MGT 438. Compensation Management. 3 Hours.

This course is a study of the total compensation management systems. Financial considerations are emphasized including the environment of the employer organization, organizational policies, job analysis, job evaluation and employee performance and appraisal. Non-financial compensation components are studied from the viewpoint of the work environment and job design. Prerequisite: MGT 395.

MGT 439. Business Strategy and Policy. 3 Hours.

In this capstone course students apply and integrate prior knowledge, i.e., accounting, finance, management, marketing, and economics. It also focuses upon the strategic process: the systematic analysis of changing conditions and the adapting of goals, strategies, and policies to meet organizational opportunities and threats. Prerequisite: Student must be within last 18 hours.

MGT 446. Entrepreneurship (EL). 3 Hours.

This class is an examination of the characteristics of a successful entrepreneur as a person who has the need to build and create something new. Emphasis is on the application of entrepreneurship to small businesses, new ventures, established businesses and franchises. Prerequisite: MGT 395.

MGT 465. Production and Operations Management. 3 Hours.

This class is an introduction to the problems and practices involved in the manufacturing and service industry. Topics include production and operations strategies, facilities location and layout, production planning and scheduling, inventory management and quality control. Prerequisite: MGT 395.

MGT 475. Management Science. 3 Hours.

This course is a survey of modern quantitative techniques in business decision-making. The application of both deterministic and probabilistic models is included. Prerequisite: MATH 1342.

MGT 476. Business Data Analytics II. 3 Hours.

This course introduces predictive analytics and prescriptive analytics. Predictive analytics seeks to predict what could occur in the future, and includes forecasting techniques, data mining and Monte Carlo simulation. Prescriptive analytics investigates what should occur in the future and includes optimization models. Prerequisite: MGT 324 or SCM 324 or SCM 325 or MATH 1342.

MGT 489. Individual Study. 3 Hours.

This course provides individual instruction. Students may repeat the course when topics vary.

MGT 490. Senior Design I. 3 Hours.

Projects involve beginning to create a business plan for the design of a device, circuit system, process, or algorithm. Topics covered include, project planning and management, and project costs, and include aspects of ethics in engineering design, safety, environmental considerations, economic constraints, liability, manufacturing, and marketing. Projects are carried out using a team-based approach and selection and analysis of a design project to be continued in MGT 491 is carried out. Written progress reports, a proposal, a final report, and oral presentations are required. Cross-listed with CS 490 and EE 490. Credit can only be awarded for one course. Prerequisite: Junior or Senior classification.

MGT 491. Senior Design II. 3 Hours.

Business plans for the device, circuit system, process, or algorithm designed by engineering students that were started in the previous semester will be completed. Written progress reports, a final report, design manuals, and oral presentations are required. Cross-listed with CS 491 and EE 491. Credit can only be awarded for one course. Prerequisite: MGT 490, and Junior or Senior classification.

MGT 495. Human Resource Management. 3 Hours.

This course explores the principles, policies, and practices currently related to the organization and administration of a human resource management department; employment, promotion, and retirement; comparative analysis of such human resource practices as performance evaluation instruments, job evaluation, safety and welfare programs. Prerequisite: MGT 395.

MGT 497. Special Topics. 3 Hours.

Instructors will provide an organized class designed to cover areas of specific interest. Students may repeat the course when topics vary.

MGT 498. Human Resource Selection. 3 Hours.

Selection is the process of collecting and evaluating information about an individual in order to extend an offer of employment. Such employment could be either a first position for a new employee or a different position for a current employee. The selection process is performed under legal and environmental constraints and addresses the future interests of the organization and of the individual. Prerequisite: MGT 495.

MGT 508. Strategic Planning (EL). 3 Hours.

This course provides an overview of strategic planning including its nature, scope and development as a critical area of management education and of the steps in the strategic planning process.

MGT 510. Leadership in Management. 3 Hours.

The course examines models of leadership in organizations and allows the student to explore leadership in personal, group, strategic, and global contexts. The course uses a flexible leadership model to help students and practicing managers understand and apply the principles of leadership.

MGT 515. Production and Operations Management. 3 Hours.

This class is an introduction to the management of production and operations functions in manufacturing and service organizations. This includes the development of problem solving and decision-making skills directed towards structuring complexity and uncertainty. Special emphasis will be given to the strategic impact of production and operations decisions and the interfaces between operations and the other functional areas of a firm.

MGT 527. Managerial Policy and Strategy. 3 Hours.

This is a capstone course requiring the application and integration of principles from various business disciplines including accounting, finance, marketing, management and economics in the solution of managerial problems and the development and implementation of corporate strategies in a changing environment. Students must be fully accepted into a Master of Business Administration program or the Master of Science in Accounting program and be enrolled in their last 15 hours.

MGT 531. Management Strategy in the Energy Industry. 3 Hours.

This course identifies current issues and potential problems that can impact growth and sustainability of ventures in the energy industry. To address these issues and minimize the impact of potential problems, the course provides a model and process for strategic planning including its nature, scope, elements and development as a critical area of management in the industry.

MGT 532. Risk Management in the Energy Industry. 3 Hours.

This course is designed to reflect the dynamic nature of the field of risk management, present the timely issues of risk, and prepare students for long-term and effective management of risk in energy industry business undertakings.

MGT 540. International Business. 3 Hours.

This is an examination of the opportunities and challenges associated with doing business in the international arena. Special emphasis will be paid to strategies and structures of international business, the implications of international business for the functional areas of the firm, the complexity of managing and marketing in the international context due to environmental diversity, the management of financial and political risk, the international allocation of financial and productive resources, and the multinational firm.

MGT 550. Strategy, Competitiveness and Economic Development. 3 Hours.

This course is based on materials developed by the Institute for Strategy and Competitiveness at Harvard Business School. This course explores the determinants of national and regional competitiveness from a bottom-up, microeconomic perspective. The course probes the ultimate determinants of a nation's or region's productivity, rooted in the strategies and operating practices of locally-based firms, the vitality of clusters, and the quality of the business environment in which competition takes place.

MGT 589. Individual Study. 3 Hours.

This course provides individual instruction. Students may repeat the course when topics vary.

MGT 592. Human Resource Methods. 3 Hours.

This is a graduate seminar for the study of selected procedures in human resource management such as job analysis, wage and salary surveys, fringe benefit administration, selection techniques, and performance appraisal systems.

MGT 594. Organizational Behavior. 3 Hours.

This course is a study of significant behavioral science research and the practical applications of this research in managing individuals and organizations. Primary topics include group dynamics, organizational development, motivation, decision-making, leadership and personal growth and development.

MGT 597. Special Topics. 3 Hours.

Instructors will provide an organized class designed to cover areas of specific interest. Students may repeat the course when topics vary.