MANAGEMENT (MGT)

**MGT 2330. Industrial Project Management. 3 Hours.**
This course provides an introduction to the Critical Path Method and Program Evaluation and Review Technique. The course covers project planning and control methods; activity sequencing; time-cost trade-offs; allocation of manpower and equipment resources; scheduling activities; and computer analysis for PERT/CPM with emphasis on MS Project. Development of work breakdown structures, analysis of case studies, development resource relationship worksheets and the study of real-life project issues will be utilized as homework and as hands-on exercises.

**MGT 300. Personnel Management Evaluation and Development. 1 Hour.**
This course is designed to provide a foundation in the psychology of strength development, as well as, an understanding of how "quality" products and/or services are directly linked to the management of personnel through a lead-management model. Students will be introduced to actual conversational techniques and strategies that will empower the worker and the supervisor. Students will be directly involved in hands on practice of these techniques.

**MGT 301. Personnel Management: Cultural Change and Innovation. 1 Hour.**
This course focuses on providing an understanding of the skills necessary to achieve organizational change through innovation and cultural diversity. Topics include workplace diversity and diversity management, organizational culture, the nine GLOBE cultural dimensions, generational differences in organizations, and other related topics determined appropriate for employees and employers.

**MGT 320. Supply Chain Management. 3 Hours.**
This class discusses management of the supply and purchasing functions. This course explores how to determine price, quality assurance, selection of suppliers, negotiation, supplier consultation and training, and the legal and environmental aspects of purchasing and supply.

**MGT 321. Organizational Behavior. 3 Hours.**
This course 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 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 330. Logistics Management. 3 Hours.**
This course explores concepts and systems designed to facilitate and control the movement of materials and parts through the procurement, production and distribution processes until they reach the final user. Topics include transportation, inventory control, materials handling, warehousing, customer service, order processing, planning and control.

**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 lectures 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 444. Field Experience in Business. 3 Hours.**
Working with a business on a consulting basis, students identify and analyze problem area(s) while gaining experience in business problem solving and project management. Students are expected to define the project and utilize appropriate methodology. At the conclusion a formally written report is prepared and an oral presentation is made to the business owner. Prerequisite: MGT 395 and Senior standing.

**MGT 446. Entrepreneurship. 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 489. Individual Study. 3 Hours.
This course provides individual instruction. Students may repeat the course when topics vary.

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 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. 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. It must be taken during the last semester of enrollment.

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 575. Management Science. 3 Hours.
This course will introduce a variety of quantitative techniques for management decision-making problems. The emphasis will be placed on how to formulate a real world problem into an appropriate mathematical model, and how to derive a solution to the established model. The course focuses on linear deterministic models and requires hands-on use of some computer software packages.

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.