

9. An understanding of the principles of organizational design and the variables addressed in effective organizational composition, as well as the ability to select designs appropriate for enacting specified organizational strategies.
10. An understanding of human resource management practices forenhancing the acquisition and productivity of organizational members and the ability to select appropriate HR practices for implementing specified organizational strategies.
11. An understanding of the processes and technology employed in promect management and the ability to develop project plans appropriate for accomplishing specified strategic goals in identified business environments.

Bachelor of Arts in Management Program Requirements

Pre-major requirements:*

BU 200 Introduction to Business	3 semester hours
BU 224 Applied Business Statistics	3 semester hours
AC 201 Principles of Accounting I	3 semester hours
AC 202 Principles of Accounting II	3 semester hours
EC 201 Principles of Macroeconomics	3 semester hours
EC 202 Principles of Microeconomics	3 semester hours

*EC 201 will satisfy the Social Science general education requirement.

Major requirements:*

MGT 301	Organizational Behavior	3 semester hours
MGT 311	Organizational Design	3 semester hours
MGT 312	Organizational Leadership	3 semester hours
MGT 306	Human Resource Management	3 semester hours
MGT 308	Professional Writing and Presentation	3 semester hours
MGT 307	Management of Information Resources	3 semester hours
MGT 362	Legal and Ethical Issues in Business	3 semester hours
MGT 420	Team Building & Process Management	3 semester hours
MGT 421	Negotiation & Conflict Resolution	3 semester hours
MGT 422	Professional Development	3 semester hours
MGT 425	Strategic Project Management	3 semester hours

Course Descriptions

Management (MGT)

English 102 and COM 101 are prerequisites for all upper division courses

MGT 301 Organizational Behavior (3) (AEOP)

This course introduces students to the fundamental issues in managing individuals and groups in organizations. Students will explore opportunities to apply course learning in their own organizational settings and to understand their personal theories of people at work. Topics include personality, culture, motivation, power, communication, decision-making, and group dynamics. Offered in AEOP Program annually. Prerequisites: BU 200.

MGT 306 Management of Human Resources (3)

This course provides an introduction to the field of human resource management. Students learn the implications of organizational behavior theory for the design of HR practices that facilitate employee performance and success. Topics include recruitment and selection, socialization, training and development, performance appraisal, compensation and benefits, and the strategic use of HR in organizational operations. Offered every semester. Prerequisites: BU 200.

MGT 307 Management of Information Resources (3)

This course introduces students to the development and use of information resources for organizational decision-making. Topics include systems analysis, data communications, internet research, decision support systems, planning and implementing management information systems, and future trends in technology. Students design and operate a functional information system. Offered every semester. Prerequisites: BU 200 and CS 103.

MGT 308 Professional Writing and Presentation (3)

Letters, proposals, reports, and presentations are often the vehicles through which professionals get their ideas accepted and their contributions valued. This course teaches students the rhetorical principles and writing and presentation practices required for effective communication in business. The course focuses on format, layout, and design strategies for developing informative documents and presentations that use business data to address specified audiences in a variety of professional situations. Cross-listed as BU 308. Offered every semester.

MGT 311 Organizational Design (3) (AEOP)

This course examines the macro aspects of organizational effectiveness and the internal and environmental factors which shape organizational structures. Organizational design options and determinants are considered in the framework of systems theory. Practical applications emphasize understanding and developing structures that support an organization's mission, vision, and strategy. Offered in AEOP program annually. Prerequisites: BU 200.

MGT 312 Organizational Leadership (3) (AEOP)

This course explores traditional and transformational perspectives on leadership and identifies the tasks of leadership in complex organizations. The course provides an understanding of the challenges leaders face in successfully guiding people and systems. Special focus is given to the issue of change management and the leader as a change agent. Offered in AEOP program annually. Prerequisites: MGT 301.

MGT 362 Legal and Ethical Issues in Business (3)

This course is designed to provide students with an understanding of the legal and ethical issues business decision-makers face in determining appropriate policies and actions. Focus is given to the effect of decisions on stakeholders including employees, customers, investors, and society. Topics include application of moral philosophies to common business dilemmas, professional codes of ethics, and elements of business law including contracts, the Uniform Commercial code, and agency. As part of this class students will have the option to participate in activities that integrate meaningful business-related service to the community with course learning. Offered every semester. Cross-listed as BU 362

MGT 420 Team Building and Process Management (3) (AEOP)

Effective teamwork depends on groups managing their work and members' interactions successfully. This course focuses on constructing and managing "great groups" at work. The course provides an understanding of group composition and member diversity, goal setting, establishment of process expectations, communication, and task coordination. Development and application of process skills is emphasized. Offered in AEOP program annually. Prerequisites: MGT 301.

MGT 421 Negotiation & Conflict Resolution (3) (AEOP)

Managers and professionals in all fields benefit from having the skills and perspective to respond to situations where the people involved have different goals, different strategies, or different styles. This course identifies methods and techniques for developing influence and persuading others in negotiations and dispute resolution. Emphasis is placed on skill building to manage interpersonal differences and improve the quality of relationships. Offered in AEOP program annually. Prerequisites: MGT 301.

MGT 422 Professional Development for Managers (3) (AEOP)

Charting a management career presents many challenges. New skills are needed, personal demands are heightened, and work/life balance can seem impossible. This course provides a laboratory for examining the abilities, perspectives, and self-knowledge needed for personal and professional effectiveness in a managerial career. Experiential learning and reflection provide the basis for enhancing self-management skills and personal empowerment at work. Offered annually. Prerequisites: MGT 301 and BU 308.

MGT 425 Strategic Project Management (3) (AEOP)

This capstone course for management majors provides students the opportunity to integrate the knowledge gained in their management coursework to effectively engage the tasks of project management. The course provides hands-on learning that prepares students to develop project planning and oversight systems, identify and implement best practices, and establish measurable linkages between an individual project and organizational strategy and objectives. Offered in AEOP program annually. Prerequisites: MGT 305, BU 308, MGT 311, MGT 420, and senior standing.