

MGMT: MANAGEMENT (MGMT)

MGMT 150. Principles Of Business. (3 Credits)

For non-business majors. This course introduces the student to the fundamental principles of business, organizations, finance, banking, credit management, salesmanship, advertising, ecology and consumers. Through this introduction the student will be able to relate/work with real world examples in higher-level courses.

MGMT 300. Organization & Management. (3 Credits)

This course provides an overview of the many aspects of managing organizations. Emphasis will be placed on management processes, human behavior in organizations and applications of classroom knowledge to actual challenges facing managers. The application of management concepts will be practiced using such activities as case studies, team projects, decision making exercises, presentations, and active in-class discussion of current management issues.

MGMT 320. International Business. (3 Credits)

This course explores the critical importance of the environments that surround international business and how multinational and global enterprises are expected to adapt their operations and functional strategies to these constantly changing environments. Additional topics explored include theories of international trade, international development and investment, international organizations that impact international business, the international system, exporting and importing, etc. Prerequisite: COBU 302 or NBMG 300 201608.

MGMT 330. Org'l Behavior & Leadership. (3 Credits)

An in-depth study of the behaviors of individuals and small groups in organizations. A problem solving approach is applied to such concepts as motivation, personalities, work attitudes, leadership, communication effectiveness, managerial decision making, conflict resolution, office politics, and change management. Prerequisite: COBU 302.

MGMT 340. Personnel/Human Resources Mgmt. (3 Credits)

The basic principles of managing the workforce are covered in this course. Topics such as recruitment and selection, employee training, performance evaluation, compensation, occupational safety and health, equal employment opportunity and employment discrimination policies as well as retirement and pension issues will be discussed. Prerequisite: COBU 302 or NBMG 300 201608.

MGMT 371. Business Law. (3 Credits)

This course deals with business law topics frequently addressed on the CPA examination as well as an in-depth coverage of selected articles of the Uniform Commercial Code. Prerequisite: COBU 170 and sophomore standing.

MGMT 375. Internship. (3 Credits)

The internship course allows students to obtain practical work experience in a management position under supervised conditions. The internship provides real-world application of management education under the critical supervision of an on-site administrator and a management faculty member. Prerequisite: COBU 302 201608.

MGMT 406. Managerial Analytics. (3 Credits)

This course covers statistical and analytical tools for interpreting managerial data for making effective business decisions. The course provides students with essential concepts and tools to understand the role of business intelligence, analytics, and data science in Management. Students will learn how to apply primary analytics tools for managerial decisions and communicate the results of analysis with stakeholders in order to improve organizational collaboration and knowledge sharing for effective managerial outcomes. Emphasis would be placed on key concepts of managerial analytics, its potential applications and implications, and the interpretation of results from the analysis rather than theories and computations themselves. This course is required for all students whose major is management, and the course must be completed with a minimum grade of C to meet the requirements for graduation. Pre-requisite (or Co-requisite): COBU 260, COBU 306, or permission by the instructor.

MGMT 418. Organization And Environment. (3 Credits)

The course deals generally with the mutual influences of public policies and business activities. Selected public policy issues and programs are examined in-depth from the perspectives of how they impact on business planning and operations, including anti-trust legislations and landmark court decisions arising from them. Prerequisite: COBU 302 or NBMG 300 201608.

MGMT 420. Managing In A Global Economy. (3 Credits)

The student will examine the techniques of managing international businesses with emphasis on the problems of communications as well as cultural, political and social differences with reference to multi-national businesses operating in different parts of the world. Prerequisite: COBU 302.

MGMT 444. Entrepreneurship Small Bus Mgm. (3 Credits)

This course is an in-depth analysis of the entrepreneur's role in conceptualizing, developing and managing small business ventures. Key personality and leadership traits of the entrepreneur are examined within the framework of risk-taking and new venture start-ups. The course is also designed to expose students to the problems and opportunities inherent in establishing and managing a small business and the techniques employed in launching and sustaining a new venture. Prerequisites: COBU 301 AND COBU 302 or NBMG 300 and NBMK 300 201608.

MGMT 445. Small Business Consulting. (3 Credits)

The small business consulting course is designed to develop practical consulting skills of students in the area of small business management and development. Students will apply conceptual and theoretical skills to identify opportunities, diagnose, analyze and resolve problems of small business owners. Prerequisites: MGMT 444 and Senior standing or permission of instructor. 201608.

MGMT 446. Entrepren Mktg &New Prod Innov. (3 Credits)

This course is designed for business and non-business students who want to use their creativity and knowledge to create and market novel products and services for consumers. Student pursuing for-profit or non-profit entrepreneurship ventures will be required to create a value proposition for their new innovation, strategies to protect their intellectual property, and a marketing plan to deliver their new product/service to customers. As a result of this course, students will be capable of conducting effective market analysis, industry analysis, competitive analysis and risk analysis to successfully market an innovation or an entrepreneurship venture. Prerequisites: MGMT 444.

MGMT 447. Social Entrepren & Sustain Ven. (3 Credits)

The purpose of this course is to examine entrepreneurship as a mechanism for social change, community economic development, and societal sustainability. Via interaction with social entrepreneurs and owners of sustainable enterprises, we will examine the social impacts that both social enterprises and social responsible for-profit ventures can have in the markets where they are located. A key goal of this course is for students to be able to develop a business model that is scalable (with potential for exponential growth and impact) and sustainable for either a non-profit or for-profit venture. Prerequisites: MGMT 444. Prerequisite(s) can be waived by instructor based on student's prior non-profit or for profit venture.

MGMT 448. Technology & Entrepreneurship. (3 Credits)

This course will provide an overview of the relevance of technology to the success of new ventures and highlight specific technology tools, including financial management software, website development services and programs, e-commerce and social media and e-marketing tools that are crucial for 21st century entrepreneurs in any industry. As part of the course, student will have the opportunity to develop their own website for their small business and e-marketing plan. Prerequisites: MGMT 444. Prerequisite(s) can be waived by instructor based on student's prior experience.

MGMT 449. Special Topics Entrepreneurshi. (3 Credits)

This course will cover dynamic topics of relevance to entrepreneurs in various industries, including specialty coverage of music entrepreneurship, education entrepreneurship, social media marketing, global entrepreneurship, technology based ventures and other contemporary topics relevant to prospective and current entrepreneurs. Prerequisites: MGMT 444. Prerequisite(s) can be waived by instructor based on student's prior experience.

MGMT 450. Organizational Theory & Design. (3 Credits)

An in-depth study of how to restructure any organization. Restructuring groups, people and organizes activities to accomplish the organization's goals. Each student will develop the ability to analyze an organization's internal and external structural contingencies and design the correspondingly appropriate structures. Emphasis will be placed on applying this ability through case studies. Prerequisite: COBU 302 or NBMG 300 201608.

MGMT 451. Global Entrepreship Consulting. (3 Credits)

In this course, students will explore strategies for foreign market entry for small businesses and topics related to international trade so they can provide a small foreign company with consulting assistance to expand their business efforts to the United States, or a small domestic company with their expansion efforts abroad. Students will engage in international market research, assist with identifying a company's ideal mode(s) of entry, develop a market entry plan, update a company's business plan, and/or assist a small business with other relevant business processes to facilitate their foreign market entry. Prerequisite (s): MGMT 444.

MGMT 452. Organizational Culture Diversi. (3 Credits)

This course is an examination of an organization's culture, how it is created, sustained and learned. The issue of changing organizational culture within the context of a global, multi-ethnic and pluralistic workplace will be addressed. Topics to be addressed include: culturally based patterns of difference, current research in multicultural management and action steps for managing multicultural workforce. Prerequisite: COBU 302 or NBMG 300 201608.

MGMT 453. Minority Entrepreneurship. (3 Credits)

This course is designed to expose students to the opportunities and challenges of minority entrepreneurship in the United States. Students will: 1) learn about the history of minority entrepreneurship in the American social context with an emphasis on the impact of race and ethnicity on access to entrepreneurship-facilitating resources; 2) analyze the historical entrepreneurship rates of minorities from the early 20th century through the present; and 3) research historical and contemporary minority entrepreneurs who have overcome challenges to become successful. The experiences and contributions of immigrant entrepreneurs to the U.S. economy will also be addressed in this course. Students will be required to produce a short research project on a successful minority entrepreneur as the culminating project. Prerequisite (s): MGMT 444.

MGMT 454. Workplace Democracy. (3 Credits)

The student will examine non-hierarchical organizational forms and structures that would facilitate democratic involvement and participation in workplace decision making and activities. The content will include: cooperatives, worker-owned firms, self-managed enterprises, ESOPS, Workers Council and Quality Circles. Prerequisite: COBU 302 or NBMG 300 201608.

MGMT 464. Employment Laws And Policies. (3 Credits)

This course is designed as a critical review of current or proposed laws and public policies dealing with the dynamics of employment including the important areas of human resources acquisition, development, maintenance, utilization and compensation. Prerequisite: COBU 302.

MGMT 466. Compensation Management. (3 Credits)

The student will gain an understanding of the principles and factors involved in designing and implementing an effective and equitable compensation system for administrative, operative and professional employees in private and public organizations. Compensation management also deals with the role of compensation as a managerial and motivational tool. Prerequisites: COBU 302 or NBMG 300 201608.

MGMT 468. Comparative Union Movements. (3 Credits)

This course is a comparison of labor union movements and industrial relations practices in different countries, particularly in Western Europe, North America, Japan and Africa with respect to their history, rationale, objectives and laws and their implications for multinational enterprises which must deal with the differences associated with these systems. Prerequisite: COBU 302.

MGMT 470. Human Resources Plan Staff Dev. (3 Credits)

This course surveys the concepts and techniques of determining human resources requirements and methods of acquisition, training and development of the workforce. Prerequisites: COBU 302 and MGMT 340 or equivalent.

MGMT 480. Organizational Development. (3 Credits)

An integrated application of behavioral science to the improvement of overall organizational performance. Studied will be several techniques of large-scale planned change which redesign an organization's culture and processes. Emphasis will be placed on applying these techniques through case studies. Prerequisites: COBU 302 or NBMG 300, MGMT 330, MGMT 340, and MGMT 450 201608.

MGMT 484. Indus Relations Collec Bargain. (3 Credits)

This course is a survey of labor union movement and collective bargaining in the United States. Includes the rationale, structure and government of labor union internal affairs and the laws and policies relating to unfair labor practices in plant unionization and collective bargaining between management and labor organizations. Prerequisites: COBU 302 or NBMG 300 and MGMT 340 201608.

MGMT 490. Seminar: Issues In Management. (3 Credits)

The seminar course is designed to provide students the opportunity to study in-depth topics pertaining to management. Students will take initiative in identifying current topics, issues and problems confronting managers. Prerequisites: COBU 302 or NBMG 300 and Senior standing 201608.