

MANAGEMENT (MGT)

MGT 201. Introduction to Golf Management. (3 Credits)

II. Prerequisite: Admission to PGM program, and successful completion of the PGA Qualifying Exam. A survey course that introduces students to the elements of the industry in which a PGA professional must be competent, golf car fleet management; an introduction to business planning, customer relations, merchandising, and turfgrass management.

MGT 202. Introduction to Golf Instruction. (3 Credits)

I. Prerequisite: admission to the PGM program, MGT 201 and PGA tests accompanying MGT 201. Introduction to human learning, the teaching process, and the elements of the game. Topics include laws, principles, and preferences of the golf swing, biomechanics, and teaching technologies. The course also addresses golf club performance variables.

MGT 203. Golf Operations I. (3 Credits)

II. Prerequisite: admission to PGM, MGT 201, 202 and PGA tests that accompany each class. The fundamental concepts involved in developing a facility's tournament business including promotion, implementation, and review, will be introduced. Students will also gain an in-depth knowledge of the Rules of Golf.

MGT 204. Golf Operations II. (3 Credits)

I. Prerequisite: admission to PGM program, MGT 203, and successful completion of all level 1 PGA requirements. An introduction to golf operations; policies and procedures; effectively managing staff resources; and measuring overall performance. The course will also introduce merchandising and inventory management and customer relations concepts.

MGT 205. Analysis of the Golf Swing. (3 Credits)

II. Prerequisite: admission to the PGM program, MGT 201, 202, 203 and PGA tests accompanying each class. A focus on techniques that help the student improve his/her golf skills; describes drills, warm-ups, and shot techniques for intermediate students. The course also discusses golf club repair.

MGT 206. Golf Operations and Administration. (3 Credits)

I, II. Prerequisites: Successful completion of all Level 2 tests and work experience portfolio activities, MGT 204, 205, and the PGA tests that accompany each class. A study of golf operations and administration to include a deeper look at business planning; the organizational structure and policies and procedures of a golf operation: merchandise management; and a performance system for supervising employees.

MGT 207. Advance Golf Instruction & Special Programs. (3 Credits)

I, II. Prerequisite: admission to the PGM program, MGT 201, 202, 203, 204, 205, 206 and the PGA tests that accompany each class. Emphasizes the integration of learning, teaching, and game elements. Covers elements of the mental game and more advanced shot-making. Club fitting procedures will be covered and the development of instructional programs will be introduced.

MGT 208. PGM Seminar. (2 Credits)

(2) I, II. Prerequisites: admission to the PGM program, MGT 201, 202, 203, 204, 205, 206 with a grade of "C" or better in each course, and the PGA tests that accompany each class. A study of issues related to career planning and enhancement including industry job market analysis, networking, and professional development. A capstone project requiring research and critical analysis regarding growth of the game, golf operations, and other industry challenges will be presented. Emphasis on integration of knowledge acquired in previous courses. May be retaken up to six hours.

MGT 210. Golf Operation III. (3 Credits)

Prerequisites: Successful completion of all Level 2 tests and work experience portfolio activities; MGT 201, 202, 203, 204, 205, 206. A study of the golf car fleet and food service centers as revenue opportunities for a golf facility. Examine the functional design and environmental considerations of turf grass management. Course will include a career enhancement component.

MGT 300. Principles of Management. (3 Credits)

I, II. Prerequisites: School of Business or BBA major; junior standing (a minimum of 60 hours) with an overall minimum 2.0 GPA. Management principles with emphasis on organization theory and behavior, human resources and diversity, communications, production/operations management and quality issues, business ethics, development of management thought, management in the global arena, and management career.

MGT 301. Principles of Management (NB). (3 Credits)

A. Prerequisite: junior standing (at least 60 hours) with an overall GPA 2.0. Not for students majoring or minoring in business. Management principles with emphasis on organization theory and behavior, human resources and diversity, communications, production/operations management and quality issues, business ethics, development of management thought, management in the global arena, and management careers. Credit will not be awarded to students who have completed MGT 300.

MGT 312. Organization Theory. (3 Credits)

I, II. Formerly MGT 400. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C"). Principles of organization design as they relate to goals and strategy formulation, environmental conditions, technology, job design, control systems, and decision making. Credit will not be awarded for both MGT 312 and MGT 400.

MGT 316. Organizational Behavior. (3 Credits)

I, II. Formerly MGT 480. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C"). Determinants and consequences of behavior in organizations are analyzed, covering topics including, but not limited to, organizational culture, individual differences, teams, leadership, motivation, and decision making. Credit will not be awarded for both MGT 316 and MGT 480.

MGT 318. Management Issues in International Business. (3 Credits)

I, II. Study of issues in international business as they relate to employees, organizations, and economic systems. Credit will not be awarded for both MGT 318 and GBU 201.

MGT 320. Human Resource Management. (3 Credits)

I, II. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C"). Survey of principles and practices in human resource management, including, but not limited to, planning, recruitment, selection, onboarding and socialization, training and development, performance management, and compensation.

MGT 330. Small Business Management Innovation and Entrepreneurship. (3 Credits)

A. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C" or better in each prerequisite course). This course offers an emphasis on the role of innovation and entrepreneurship in the creation and management of new ideas, concepts, techniques, processes, methods, ventures and knowledge.

MGT 335. Innovation Lab. (0 Credits)

Prerequisite: Department Approval. Corequisite/Prerequisite: ACC 200 or ACC 202 or BUS 209, GBU 204 or BUS 204, CCT 270, FIN 310, MGT 300 or 301 or BUS 303 or MKT 300 or MKT 301 or BUS 305, MGT 330. Course identifies value proposition and business model within student's major. Course culminates with professionally prepared business model canvas, pitched to faculty and others.

MGT 340. Management Science. (3 Credits)

I, II. Prerequisite: QMB 200 (with a grade of "C" or higher), or STA 215 or STA 270 (with a grade of "C" or higher). Business decision making approaches and quantitative techniques with an emphasis on the formulation and application of models and the practical solution methods available.

MGT 349. Applied Learning in Management. (0.5-8 Credits)

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used as upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (all options) are limited to a maximum of nine co-op hours counting toward degree. Co-op hours may be repeated up to nine hours.

MGT 349A. Cooperative Study: Management. (0.5-8 Credits)

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (all options) are limited to a maximum of nine co-op hours counting toward degree. Co-op hours may be repeated up to nine hours.

MGT 349B. Cooperative Study: Management. (0.5-8 Credits)

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

MGT 349C. Cooperative Study: Management. (0.5-8 Credits)

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

MGT 349D. Cooperative Study: Management. (0.5-8 Credits)

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

MGT 349E. Cooperative Study: Management. (0.5-8 Credits)

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

MGT 349F. Cooperative Study: Management. (0.5-8 Credits)

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

MGT 349G. Cooperative Study: Management. (0.5-8 Credits)

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

MGT 349H. Cooperative Study: Management. (0.5-8 Credits)

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

MGT 370. Operations Management. (3 Credits)

I, II. Prerequisite: MGT 300 (with a minimum grade of "C"). Practical approaches for improving productivity of operations using methods designed for quality management, sales forecasting, facility layout and location, human resource planning and scheduling, and inventory control.

MGT 375. Supply Chain Management. (3 Credits)

A. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C"). The integration of key business processes from end-user through original suppliers that add value for customers and other stakeholders. Topics include: integration and strategic partnering, procurement and outsourcing strategies, value-added services and international challenges.

MGT 400. Organization Theory. (3 Credits)

I, II. Prerequisite: MGT 300 or MGT 301 (with a minimum grade of "C" in each prerequisite course). Principles of organization design as they relate to goals and strategy formulation, environmental conditions, technology, job design, control systems, and decision making.

MGT 406. Continuous Imp in Organization. (3 Credits)

A. Prerequisites: MGT 300 and QMB 200 or MGT 301 (with a minimum grade of "C" in each prerequisite course). Advanced methods and techniques used to analyze change, monitor, and analyze organizational performances, control resources, and otherwise direct the management of complex organizations.

MGT 415. Organizational Conflict Navigation. (3 Credits)

Prerequisite: MGT 316 or MGT 480 (with a minimum grade of "C" in each prerequisite course.) Analysis of organizational conflict situations with a particular focus on the cause and management of such situations. Interactive development of conflict management skillset, application of skillset to conflict situations, and extensive exploration of negotiation.

MGT 425. Compensation Management. (3 Credits)

II. Prerequisite: MGT 320 (with a minimum grade of "C"). Advanced study of the human resource function of employee compensation. Topics include, but are not limited to, job analysis and evaluation, compensation surveys, pay structures, budgeting, pay for performance systems, benefits administration, and federal regulation of compensation management.

MGT 430. International Management. (3 Credits)

A. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C" in each prerequisite course). The study of management of international organizations with emphasis on techniques, processes and structures. Topics include organizational culture, leadership, ethics, decision-making, and human resource management.

MGT 432. Leadership and Ethics. (3 Credits)

I. Prerequisite: MGT 316 or MGT 480 (with a minimum grade of "C"). Advanced study of leadership theories, models, and application at the micro level; consideration of a variety of situational factors, with special attention paid to ethically charged situations.

MGT 434. Team Effectiveness and Creative Problem Solving. (3 Credits)

I. Prerequisite: MGT 480 (with a minimum grade of "C"). Advanced study of efficient and effective team dynamics, with special attention on creative problem solving methods for challenges faced by organizations.

MGT 435. Supply Chain Network Design. (3 Credits)

I. Prerequisites: BUS 306 or MGT 370 (with a minimum grade of "C" in each prerequisite course). Selecting the optimal role, number, location, size and capacity of suppliers, manufacturing facilities, service locations, warehouses, retail stores and other facilities. Modeling of the supply chain to optimize operational decisions and reduce costs.

MGT 438. Organizational Culture and Change Initiatives. (3 Credits)

II. Prerequisite: MGT 316 or MGT 480 (with a minimum grade of "C"). Advanced study of organizational culture and change initiatives through the lens of organizations as systems and networks of behavior; particular focus on leadership theories, models, and application at the macro level.

MGT 440. Human Resource Development. (3 Credits)

I. Prerequisite: MGT 320 (with a minimum grade of "C"). Advanced study of human resource management functions aimed directly at enhancing organizational effectiveness. Topics include, but are not limited to, training needs analysis; training program design, implementation, and evaluation; performance management and appraisal; and costing human resource development programs.

MGT 442. Supply Chain Planning. (3 Credits)

II. Formerly MGT 375. Prerequisite: BUS 306 (with a minimum grade of "C"). The integration of key business processes from end-user through original suppliers that add value for customers and other stakeholders. Topics include, but are not limited to, integration and strategic partnering, procurement and outsourcing strategies, value-added services and international challenges. Credit will not be awarded for both MGT 442 and MGT 375.

MGT 444. Strategic Sourcing. (3 Credits)

II. Prerequisite: BUS 306 (with a minimum grade of "C"). Management decisions and tools for the alignment of overall business strategy and purchasing objectives and strategies in the purchasing process as it focuses on supply efficiency and effectiveness. Credit will not be awarded for both MGT 444 and MKT 431.

MGT 445. Employee Recruitment and Selection. (3 Credits)

II. Prerequisite: MGT 320 (with a minimum grade of "C"). Advanced study of the human resource function of staffing. Topics include: recruitment, the design and implementation of effective selection procedures which comply with federal/state requirements; analysis and reporting of employee data.

MGT 446. Logistics Management. (3 Credits)

I. Prerequisite: BUS 306 (with a minimum grade of "C"). The management decisions and tools for the movement and storage of goods, including logistics information systems, segmental positioning, order management and fulfillment, inventory, forecasting, and collaborative planning, transpiration, third party logistics, warehousing, materials handling, international logistics, and facility network design. Credit will not be awarded for both MGT 446 and MKT 315.

MGT 448. Special Topics in Global Supply Chain Management. (3 Credits)

II. Prerequisite: BUS 306 (with a minimum grade of "C"). The study of ecosystems within supply chains. Topics include, but are not limited to, product design, network design, process integration, global markets, and managing relationships with suppliers and customers. Credit will not be awarded for both MGT 435 and MGT 448.

MGT 450. Management Management Seminar. (3 Credits)

A. May be retaken under different sub-topics to a cumulative maximum of nine hours. Selected topics in contemporary management literature.

MGT 460. Performance Management. (3 Credits)

I. Prerequisite: MGT 320 (with a minimum grade of "C"). Managing employee, team, and organizational performance. Topics include, but are not limited to, employee feedback, coaching, discipline, team/workgroup effectiveness, workforce and HR analytics, employee engagement, and development of personal competencies for leading and managing people to achieve performance excellence.

MGT 480. Organization Behavior. (3 Credits)

I, II. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C" in each prerequisite course). Determinants and consequences of behavior in business organizations are analyzed in the contemporary language of administrative social systems and models. Interdependence of economic, social, and behavioral factors is emphasized.

MGT 490. Special Problems in Management. (1-4 Credits)

A. Prerequisite: advisor/ departmental approval. May be retaken under different sub-topics to a cumulative maximum of six hours. Independent work, special workshop, special topics, or seminars. Students must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment.

MGT 854. Advanced Management Concepts. (3 Credits)

A. Prerequisite: MGT 821 or equivalent. Examines the evolution of management concepts and philosophies. An analysis of the contributions of various philosophies toward the synthesis of an eclectic philosophy of management.

MGT 860. Seminar in Human Resource Mgt. (3 Credits)

A. Prerequisites: MGT 821 or equivalent and MGT 320. Advanced study of contemporary topics related to the effective management of human resources. May be retaken under different subtopics to a cumulative maximum of six hours.

MGT 865. Seminar in Global Management. (3 Credits)

A. Prerequisite: MGT 850. Advanced study of the management of global or multinational organizations, with emphasis on areas of problems and managerial control techniques.

MGT 890. Independent Study in MGT. (1-4 Credits)

A. Prerequisite: advisor/ departmental approval. May be retaken under different subtopics to a cumulative maximum of six hours. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment.