

# MGMT - MANAGEMENT (MGMT)

## MGMT 209 Principles of Business Regulations and Law

**Credits 3. 3 Lecture Hours.** (BUSI 2301) Principles of Business Regulations and Law. Foundational information about the U.S. legal system and dispute resolution, and their impact on business; includes general principles of law, the relationship of business and the U.S. Constitution, state and federal legal systems, the relationship between law and ethics, contracts, sales, torts, agency law, intellectual property and business law in the global context. May not be used to satisfy degree requirements for majors in business. **Prerequisite:** Sophomore classification; for students other than business and agribusiness majors.

## MGMT 289 Special Topics in...

**Credits 1 to 4. 1 to 4 Lecture Hours. 0 to 4 Lab Hours.** Selected topics in an identified area of business and management. May be repeated for credit. **Prerequisite:** Approval of instructor.

## MGMT 309 Survey of Management

**Credits 3. 3 Lecture Hours.** Survey for non-business majors of the basic functions and responsibilities of managers; includes the environmental context of management, planning and decision making, organization structure and design, leading and managing people, and the controlling process; issues of globalization, ethics, quality and diversity integrated throughout the course. May not be used to satisfy degree requirements for majors in business. **Prerequisites:** Junior classification; for students other than business and agribusiness majors.

## MGMT 311 Legal and Social Environment of Business

**Credits 3. 3 Lecture Hours.** Examination of legal and regulatory processes in the US and the effects of the governing process on the business world; critical evaluation of legal and social aspects of the business environment; analysis of legal and ethical principles and concepts from substantive and procedural areas of law; includes business entities, interaction of laws, constitutional law, contracts, agency law, consumer law, advertising, environmental law, anti-trust laws, employment relationships, diversity and discrimination, torts, alternate dispute resolution, trial procedures, international law. **Prerequisite:** Admission to upper division in Mays Business School, Agribusiness, or Maritime Business Administration; also taught at Galveston campus.

## MGMT 312 Commercial Law for Accountants and Managers

**Credits 3. 3 Lecture Hours.** Continued examination of legal and regulatory laws affecting the business world; critical evaluation and analysis of legal and ethical principles and concepts in the areas of agency and employment law, business entities including all forms of partnerships, corporations and corporate governance, securities regulation, contract law, bankruptcy, property law, creditor collection laws and Uniform Commercial Code sections concerning contracts, security interests and negotiable instruments. **Prerequisite:** MGMT 311.

## MGMT 363 Managing People in Organizations

**Credits 3. 3 Lecture Hours.** The role and importance of human behavior in organizations; models for understanding individual, group, and team dynamics, including individual differences, motivation, and leadership; managing organizational change; ethical issues in organizations; cross-cultural issues in managing people in organizations; the organizational context as determined by human resource management and organization design. **Prerequisites:** Admission to upper division in Mays Business School or Agribusiness.

## MGMT 372 Advanced Concepts in Organizational Behavior

**Credits 3. 3 Lecture Hours.** Builds on the survey of organizational behavior in MGMT 363; review of core concepts and their application in organizational settings; includes personality and individual differences, job design, group and team dynamics, leadership and decision-making, conflict and cooperation, cross-cultural aspects of behavior in organizations. **Prerequisite:** MGMT 363.

## MGMT 373 Managing Human Resources

**Credits 3. 3 Lecture Hours.** Strategic issues in managing human resources; shared responsibilities of line managers and human resource staff for developing and implementing human resource policies and procedures; human resource planning; job design, analysis and evaluation; staffing; compensation; performance appraisal; training and development; career management; labor relations; legal, ethical and international issues. **Prerequisite:** MGMT 363.

## MGMT 376/SOCI 376 Entrepreneurial Perspectives

**Credits 3. 3 Lecture Hours.** Entrepreneurship as a career choice and its impact on society and economy; definitions of entrepreneurship; discovery of entrepreneurial opportunities and start-up funding; innovation and entrepreneurship theories for analyzing and predicting success of start-up and established entrepreneurial organizations. **Prerequisite:** Admission to upper division in Mays Business School. **Cross Listing:** SOCI 376/MGMT 376.

## MGMT 421 Management Data Analytics and Visualization

**Credits 3. 3 Lecture Hours.** Exploration of organization, analysis, and evaluation of functional and strategic business data, including that related to employee recruitment and retention, individual and team performance, compensation, business processes, stakeholder impact, resource allocation and the like, using technology and communication of audience-focused, actionable insights through data storytelling; incorporation of advanced Excel and other tools applied to workplace issues and managerial decision-making, and enhances critical thinking, oral and written communication, and a technological skill set for combining data, narratives and visuals and engaging a defined audience in a story about the data. **Prerequisite:** MGMT 363.

## MGMT 422 Management Consulting

**Credits 3. 3 Lecture Hours.** The field of management consulting from the perspective of both the individual consultant and the consulting firm; fundamentals of diagnosing situations, planning and executing assignments, client management, common mistakes and ethical issues in consulting including a variety of diagnostic and problem-solving methodologies. **Prerequisite:** MGMT 363.

## MGMT 424 Organizational Design, Change and Development

**Credits 3. 3 Lecture Hours.** Aspects of effectively planning for and introducing changes in organizational structures and procedures based on environmental demands; examination of the successful management of organizational and behavioral changes, focusing on planned and unplanned changes, and emphasizing development of change strategies and measurement of change effectiveness. **Prerequisite:** MGMT 363.

## MGMT 425 Human Resource Selection

**Credits 3. 3 Lecture Hours.** Theory and application of methods for the recruitment and selection of managerial, non-professional and professional employees; exposure to scientific issues such as reliability and validity, legal issues such as equal opportunity and affirmative action, and selection techniques such as interviews and testing. **Prerequisite:** MGMT 373.

## MGMT 427 Human Resource Compensation

**Credits 3. 3 Lecture Hours.** Theories and techniques of designing and managing programs of direct compensation and benefits, including the role of rewards in motivation, job evaluation, pay discrimination and comparable worth, internal and external equity comparisons and benefit plans. **Prerequisite:** MGMT 373.

## MGMT 430/WGST 430 Employment Discrimination Law

**Credits 3. 3 Lecture Hours.** Legal issues surrounding employment discrimination, including disparate treatment and impact; intent; affirmative action; sexual harassment; pregnancy, sex, race, religious, salary, disability, age, and ethnic discrimination; policy issues and perspectives to aid human resource specialists and managers. **Prerequisites:** Admission to upper division in Mays Business School and senior classification. **Cross Listing:** WGST 430/MGMT 430.

## MGMT 432 Managing the Nonprofit Organization

**Credits 3. 3 Lecture Hours.** Broad trends shaping the nonprofit sector, a primary driver of social change and key player in society and the economy that provides an array of goods and services; complex management challenges that confront nonprofits as they balance their mission and values against the requirements of effective management with limited resources. **Prerequisite:** MGMT 363.

## MGMT 435 Labor Law and Policy

**Credits 3. 3 Lecture Hours.** Federal and state public policy and laws regulating human resource management including National Labor Relations Act, Railway Labor Act, Fair Labor Standards Act, employment discrimination statutes, statutes regarding public sector unionization, and other relevant legal authorities; various forms of dispute settlement including litigation, mediation, fact finding and arbitration; legal ramifications of strategic human resource management decision making. **Prerequisites:** Admission to upper division in Mays Business School and senior classification.

## MGMT 439 Negotiations

**Credits 3. 3 Lecture Hours.** Overview of the various theories and processes of negotiation relevant to the broad spectrum of negotiation problems faced by employees and managers, and in situations outside of organizations; discovery of optimal solutions to problems and means to implement solutions through classroom simulations, role playing and case studies. **Prerequisite:** MGMT 363.

## MGMT 440 Creativity and Innovation in Business

**Credits 3. 3 Lecture Hours.** Examines factors that may foster or stifle individual, team, organizational creative performance; presents techniques that may improve creative thinking skills. **Prerequisite:** MGMT 363.

## MGMT 450/IBUS 450 International Environment of Business

**Credits 3. 3 Lecture Hours.** Broad survey of international business issues; analyzes the environment in which international businesses operate; examines international economic issues including trade theory, investment theory, foreign exchange and capital markets, and balance of payments; introduces multinational enterprises, global competition, international organizations, treaties and international law, national trade policies and the determinants of competitiveness of firms in international markets. **Prerequisite:** Admission to upper division in Mays Business School. **Cross Listing:** IBUS 450/MGMT 450.

## MGMT 452/IBUS 452 International Management

**Credits 3. 3 Lecture Hours.** An overview of international management to include international dimensions of organizational behavior, theory, strategy and human resource management; application of theoretical ideas to real-world situations through case analyses, presentations, projects and interactive class discussion. **Prerequisite:** MGMT 450/IBUS 450 or IBUS 450/MGMT 450, or concurrent enrollment. **Cross Listing:** IBUS 452/MGMT 452.

## MGMT 457/IBUS 457 Global Entrepreneurship

**Credits 3. 3 Lecture Hours.** Practical issues associated with taking small- and medium-size business global; includes importing and exporting, developing global strategies, evaluating market opportunities, regional impact on economies and people. **Prerequisite:** Admission to upper division in Mays Business School. **Cross Listing:** IBUS 457/MGMT 457.

## MGMT 460 Managing Projects

**Credits 3. 3 Lecture Hours.** Application of management processes to complex interdisciplinary organizational environments through the study of program and project management; adoptions of traditional management theories to the project environment; master typical project management microcomputer software for project planning; resource allocation; project budgeting; and control of project cost, schedule and performance. **Prerequisite:** MGMT 363.

## MGMT 464 The Political Environment of Business

**Credits 3. 3 Lecture Hours.** Role of business in contemporary society; the large corporation and its external environment; ownership and control controversy; private and collective choice processes; role of regulation; social issues including pollution, discrimination, consumer protection, corporate social and ethical responsibilities, corporate political activity; international business relations. **Prerequisites:** MGMT 363 and senior classification.

## MGMT 465 Corporate Governance

**Credits 3. 3 Lecture Hours.** Overview of the theories and practice of corporate governance; history of corporations, role and relationship of boards of directors, shareholders and management; concepts of agency cost, shareholder activism, executive compensation and international corporate governance in globalized markets; ethical issues and corporate social responsibility. **Prerequisite** MGMT 363.

## MGMT 466 Strategic Management

**Credits 3. 3 Lecture Hours.** Strategic issues facing organizations, including top management decision making and social responsibility; environmental and industry analysis; establishing organizational mission and objectives; corporate, business and functional level strategy formulation; global and multidomestic strategies; strategic implementation and control; integrating operations, finance, marketing and human resource strategies; case analysis. **Prerequisite:** MGMT 311; MGMT 363; FINC 341; SCMT 364; MKTG 321; senior classification.

## MGMT 470 Entrepreneurial Small Business

**Credits 3. 3 Lecture Hours.** Exploration of practical approaches to growing a small business, evaluating and projecting financial performance, raising capital, legal formations and issues, human resource management, business plan development, franchising and family business; networking opportunities with local business leaders, successful former student entrepreneurs and current student entrepreneurs operating at the student incubator. **Prerequisites:** Admission to upper division in Mays Business School and senior classification.

## MGMT 475 Leadership Development

**Credits 3. 3 Lecture Hours.** Explores the evolution of leadership theory and practice with an emphasis on effective and ineffective leaders' traits, behaviors, and styles in profit and not-for-profit work organizations; reviews critical aspects of leader role behavior from theoretical and practical perspectives; examines leader effectiveness at the individual, group, and strategic level. **Prerequisite:** MGMT 363.

## MGMT 476/SOCI 476 Entrepreneurship Practice

**Credits 3. 3 Lecture Hours.** Practical skills for creating new businesses; evaluating, planning and operational strategy, including assessing the technology; product and service markets, value creation model; financing strategies; legal, regulatory, socio-economic drivers, risks; leadership to develop management team, advisory board; go-to-market strategy; develop own entrepreneurial opportunities or those of faculty and entrepreneurs. **Cross Listing:** SOCI 476/MGMT 476.

## MGMT 477 Entrepreneurship: The Lean Startup Approach

**Credits 3. 3 Lecture Hours.** Application of current lean startup methodologies working directly with existing student entrepreneurs and mentors in preparing for the launch of a real business at the student incubator (Startup Aggieland); act as advocates and consultants assisting with organizational structure, marketing and market validation, financial analysis and risk assessment. **Prerequisites:** Junior or senior classification and approval of instructor.

## MGMT 478 Social Entrepreneurship

**Credits 3. 3 Lecture Hours.** Applying business principles and practices to solve social, economic and environmental problems; social entrepreneurship concepts and issues in scaling social enterprise ventures including management tools, organization structures, funding sources, impact measurement; experience in opportunity recognition, designing, planning, pitching social mission ventures; build social capital with social enterprise founders. **Prerequisites:** Junior or senior classification. **Cross Listing:** SOCI 450 and PSAA 465.

## MGMT 479/SOCI 432 Technology Commercialization

**Credits 3. 3 Lecture Hours.** Examination of the process of introducing to the marketplace new products or services based upon scientific and technological innovations; practical skills for assessing the technology, identifying potential products and services, and quantifying market demand; focuses on value creation, financing, intellectual property law, regulatory, and socio-economic drivers. **Prerequisite:** Junior or senior classification or admission to upper division in Mays Business School; SOCI 376/MGMT 376 or MGMT 376/SOCI 376 and SOCI 476/MGMT 476 or MGMT 476/SOCI 476 recommended. **Cross Listing:** SOCI 432/ MGMT 479.

## MGMT 481 Seminar in Management

**Credit 1. 1 Other Hour.** Discussions and observation of current management practice in the public and private sectors of the nation; reading and discussion of current events and changes taking place in management theory and/or its application and practice in actual business and government situations. May be repeated for credit. **Prerequisites:** Admission to upper division in Mays Business School or admission to Maritime Administration, or approval of instructor; also taught at Galveston campus.

## MGMT 484 Management Internship

**Credits 1 to 4. 1 to 4 Other Hours.** Internship in management: staffing; planning; organizing; leading and controlling. Enrollment is limited to those who have managerial responsibilities for the resources used by a business firm or the like. **Prerequisites:** Management major; MGMT 363; approval of instructor prior to internship.

## **MGMT 485 Directed Studies**

**Credits 1 to 6. 1 to 6 Other Hours.** Directed study on selected problems in the area of management not covered in other courses. **Prerequisite:** Admission to upper division in Mays Business School; senior classification and approval of department head.

## **MGMT 489 Special Topics in...**

**Credits 1 to 4. 1 to 4 Lecture Hours. 0 to 4 Lab Hours.** Selected topics in an identified area of management. Consult the professor offering a particular special topics course for details. May be repeated for credit. **Prerequisites:** Admission to upper division in Mays Business School and approval of instructor.