

MANAGEMENT (MANGEMNT)

Courses

MANGEMNT 691 TRAVEL STUDY *Repeatable* 1-3 Units

Variable topics. Faculty-led courses abroad. Repeatable for a maximum of 5 credits in major/degree. Department Consent required.

MANGEMNT 696 SPECIAL STUDIES *Repeatable* 1-3 Units

Variable topics. Group activity. Not offered regularly in the curriculum but offered on topics selected on the basis of timeliness, need, and interest, and generally in the format of regularly scheduled Catalog offerings. A limit of three credits can be applied toward a major or six credits toward degree.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE PROGRAM; HAVE DEPARTMENT CONSENT

MANGEMNT 741 ORGANIZATIONAL BEHAVIOR 3 Units

Organizational Behavior is the study of factors that impact how individuals and groups act, think, feel, and respond to work and organizations, and how organizations, in turn, respond to their environments. It provides a set of tools for understanding, analyzing and predicting individual and group behavior in organizations, and offers managers means to improve, enhance, or change organizational behavior.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE PROGRAM

MANGEMNT 751 STAFFING & EVALUATION 3 Units

An examination of the organization and administration of the personnel function in management. It is concerned with the employment, training, safety and health, employees services, and employee relations functions of personnel administration. Attention is focused on a limited number of topics drawn from these areas so more crucial concepts and methods involved may be dealt with in-depth.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE OR HUMAN RESOURCE MANAGEMENT CERTIFICATE PROGRAM

MANGEMNT 752 CURRENT ISSUES IN COMPENSATION AND BENEFITS 3 Units

An examination of compensation programs in profit/ nonprofit organizations. It is concerned with a detailed study of job structures, job evaluation, performance appraisal, wage surveys, basic systems/plans of compensation, and fringe benefits. Attention is focused on a limited number of topics from these areas so more crucial concepts/methods may be dealt with in-depth.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE OR HUMAN RESOURCE MANAGEMENT CERTIFICATE PROGRAM

MANGEMNT 753 TRAINING AND DEVELOPMENT 3 Units

The course will emphasize the theories of Management Training and Development and the practical application of these theories in today's organizations. Particular emphasis will be on current topics in the field of Human Resource Development, including training self-directed work teams, managing a diverse workforce, and the practical application of designing programs in today's environment.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE OR HUMAN RESOURCE MANAGEMENT CERTIFICATE PROGRAM

MANGEMNT 757 LEADERSHIP DEVELOPMENT 3 Units

The Leadership course presents evidence-based models of leadership. It focuses on the development of authentic leaders through the enhancement of individual self-awareness, acquisition of knowledge on effective leadership practices in organizations, and a critical evaluation of the contextual, cultural, and individual factors that enable or constrain leadership action and effectiveness.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE OR CERTIFICATE PROGRAM

MANGEMNT 758 LABOR AND EMPLOYEE RELATIONS 3 Units

Primary concern is with contract negotiation and administration. Emphasis is on understanding the forces affecting the decisions of the parties to a labor contract. A dynamic approach is taken to examine difficulties that arise in attempting to administer a collectively established relationship. Study of conflict resolution including mediation and arbitration. Applications are made to both unionized and non-unionized settings.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE OR HUMAN RESOURCE MANAGEMENT CERTIFICATE PROGRAM

MANGEMNT 759 BUSINESS ETHICS AND SOCIAL RESPONSIBILITY 2 Units

This course provides a systemic and pragmatic understanding of business ethics and corporate social responsibility challenges. It studies what produces unethical and socially irresponsible actions by investigating the linkages between organizations and their various environmental entities, and discusses actions to prevent such unethical actions. Ultimately, the course helps students develop skills to make ethical decisions in their career, and to design responsible organizations that pursue goals beyond short-term financial gains.

PREREQ: ADMISSION TO (COBE GRADUATE DEGREE OR CERTIFICATE PROGRAM)

MANGEMNT 760 STRATEGIC MANAGEMENT OF HUMAN RESOURCES 3 Units

This course examines strategic human resources (HR) management and HR planning. Applicable theories and methods of strategic, operational, and tactical planning and their relationship to HR management are covered, as well as the multiple roles HR plays in assisting organizations to gain and sustain competitive advantages in a fast-paced environment.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE OR HUMAN RESOURCE MANAGEMENT CERTIFICATE PROGRAM

MANGEMNT 764 SUSTAINABLE MANAGEMENT 3 Units

This course focuses on proving concept and methodologies relevant to ensuring businesses can sustainably manage their operations. Topics include an introduction to sustainable management, organizational response, redefining business models, product design, realigning supply chains, social sustainability, and the role of Non Governmental Organizations (NGOs). Specifically, the course will examine issue related to managing and implementing green and developmental projects.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE OR PROJECT MANAGEMENT CERTIFICATE PROGRAM

MANGEMNT 765 NONPROFIT MANAGEMENT 3 Units

This course develops understanding of ethical and effective management of nonprofit organizations. It provides an overview of nonprofit organizations and their environment, stakeholders, and goals. The course focuses on both management and leadership, identifying strategies that nonprofit organizations can and do use to fund, staff, design and deliver effective services for their target constituents.

PREREQ: ADMISSION TO (COBE GRADUATE DEGREE OR CERTIFICATE PROGRAM)

MANGEMNT 770 ORGANIZATION DESIGN 3 Units

Application of organization theory to the structuring of organizations. The course examines organizational configurations and their effectiveness in different situational contexts to provide a rationale for management practice.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE PROGRAM

MANGEMNT 777 INTERNATIONAL MANAGEMENT 3 Units

The course deals with concepts, issues, problems, and research in international management, with a focus on the international application of: (1) strategic management, (2) organizational theory and design, (3) organizational behavior, culture, conflict, leadership, and communication, (4) ethical issues, and (5) development, control, and coordination of international subsidiaries.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE DEGREE OR HUMAN RESOURCE MANAGEMENT CERTIFICATE PROGRAM

MANGEMNT 781 ANALYTICS FOR STRATEGIC DECISIONS 3 Units

Managing a business (or division or department) involves making a complex set of decisions in a highly dynamic environment. This course teaches how to use data analytic techniques to make strategic and managerial decisions. Students will learn and apply data analytic techniques to facilitate various business decisions and actions. The topics include strategic management frameworks for scanning the market, generating options, comparing and evaluating options, and making decisions that have lasting organizational implications.

PREREQ: ECON 703, OR ECON 245 WITH A GRADE OF "C" OR BETTER, OR EQUIVALENT; MUST BE ADMITTED TO A COBE GRADUATE DEGREE OR CERTIFICATE PROGRAM

MANGEMNT 787 BUSINESS POLICY & STRATEGY 3 Units

Business Policy and Strategy is a case based course that identifies the firm's competencies as the building blocks of strategies. Strategies that may be implemented to make the firm competitive in a global business environment.

PREREQ: 24 UNITS IN THE MBA PROGRAM; MUST BE ADMITTED TO THE MBA PROGRAM

MANGEMNT 790 WORKSHOP Repeatable 1-6 Units

Variable topics. Group activity oriented presentations emphasizing `hands on` and participatory instructional techniques.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE PROGRAM; HAVE DEPARTMENT CONSENT

MANGEMNT 793 PRACTICUM IN MANAGEMENT 1-3 Units

This course provides students, under the direction of a faculty advisor, the opportunity to apply their theoretical backgrounds in settings ranging from internships in accounting organizations to other approved activities related to the practice of supply chain management. A learning contract will be developed by the faculty advisor, professional supervisor (if applicable), and student that clearly delineates the expectations and responsibilities of each party involved in the practicum

MANGEMNT 794 SEMINAR 1-3 Units

Variable topics. Group activity. An advanced course of study in a defined subject matter area emphasizing a small group in intense study with a faculty member.

MANGEMNT 796 SPECIAL STUDIES Repeatable 1-3 Units

Variable topics. Group activity. Not offered regularly in the curriculum but offered on topics selected on the basis of timeliness, need, and interest, and generally in the format of regularly scheduled Catalog offerings.

MANGEMNT 798 INDIVIDUAL STUDIES Repeatable 1-3 Units

Student and adviser decide the study, with the consent of the professor in charge of the study and the approval of the College Graduate Studies Committee. Consult the Associate Dean's Office for further information/limitations.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE PROGRAM; HAVE DEPARTMENT CONSENT

MANGEMNT 799 THESIS RESEARCH Repeatable 1-6 Units

Students must complete a Thesis Proposal Form in the Graduate Studies Office before registering for this course. Requires advance approval of the MBA Program Director.

PREREQ: MUST BE ADMITTED TO A COBE GRADUATE PROGRAM; HAVE DEPARTMENT CONSENT