Descriptions — Management of Courses

MANAGEMENT MGT

College of Business and Graduate School of Business Administration

302. Organization and Management
Fall, Winter, Spring. 4(4-0) Junior Business majors: EC 301, ACC 201.
Executive roles and functions in the business enterprise and other goal directed institutions; organization design; organization/environment interaction; analysis of internal organization structure; leadership; motivation, conflict, organization change and development.

303. Materials and Logistics Management
Fall, Winter, Spring, Summer. 4(4-0) Juniors in the College of Business or approval of department. Interdepartmental with the Department of Marketing and Transportation Administration.
Management concepts and techniques for purchasing, operations and distribution processes. Productivity and profit contributions. Planning, analysis and control of purchasing, production and transportation distribution.

304. Operations Planning and Control
Winter, Spring, 4(4-0) MGT 303 or approval of department. Interdepartmental with the Department of Marketing and Transportation Administration.
Managing the production system. Product development, process selection, facilities location and layout; staffing, materials, cost and quality control.

305. Purchasing Management
Fall, Winter, Spring, 4(4-0) MGT 303 or approval of department. Interdepartmental with the Department of Marketing and Transportation Administration.

306. Analysis of Processes and Systems
Fall, Winter, Spring, 4(4-0) CPS 115, MTA 317 or concurrently.
Analysis of some fundamental systems and process concepts which are basic to industrial management. The course is oriented toward computer model building, acquainting the student with the use of the computer as an instrument for analysis of complex problems in industry. Course includes consideration of criteria for efficiency and optimization, and program planning.

310. Fundamentals of Personnel Management
Fall, Winter, Spring, Summer. 4(4-0) Juniors.
Formulation and administration of employee relations policies in the business enterprise; human resource utilization; introduction to personnel staffing, training and development, performance appraisal, compensation, and labor relations.

311. Staffing the Organization
Fall. Winter, 4(4-0) MGT 310; MTA 317.
Job design; job analysis; employment planning; recruitment, selection, and placement; employment interviewing and testing; validation of selection procedures; affirmative action constraints; EEOC guidelines; induction and orientation of employees.

312. Appraisal, Compensation and Benefits
Winter. 4(4-0) MGT 310.
Wage and salary administration; job evaluation; employee motivation; performance appraisal; relating pay to performance; financial and non-financial incentives; equity considerations; employee benefits.

313. Occupational Safety and Health Administration
Fall, Winter. 4(4-0) Juniors; MGT 302.
Programs and procedures for control of work accidents and maintenance of health in business and other organizations. Analysis of costs related to employee and product safety. Administration of a safety program in compliance with new Federal law.

314. Managerial Approaches to Collective Bargaining
Winter, Spring. 4(4-0) MGT 302 or Junior non-business majors.
Union-management problems and managerial strategy and tactics in collective bargaining, the union challenge, legal constraints, negotiations and operating under the contract, dimensions of cooperation and conflict.

317. Minorities and Women in the World of Work
Fall, Spring. 4(4-0) Senior majors or approval of department. Interdepartmental with the School of Social Work.
Racial, ethnic, sexual and other minority experiences and problems in the world of work. Awareness and training for work attitudes and behavior that fit in the work environment. (3 credits) Featuring movies, guests, subgroup discussions and encounter-type exercises.

319. Group Dynamics and Organization Development
Spring, 4(4-0) MGT 302. Students may not receive credit in both MGT 419 and PST 356.
Group dynamics and development; organizational diagnosis; interpersonal and organization climate; organization development goals and methods; action research; survey feedback, team building, conflict management; evaluating organization development activities.

326. Personnel Training and Individual Development
Fall. 4(4-0) MGT 310.
The training and development function; career stages and career planning; needs analysis; training and individual development techniques; evaluation of training and employee development programs.

342. Traffic and Transportation Management
Winter. Spring. 4(4-0) MTA 341, MTA 345. Interdepartmental with and administered by the Department of Marketing and Transportation Administration.
Basic practices related to purchasing and operating transportation services for private and public enterprises.

346. Physical Distribution Operations
Winter. Spring. 4(4-0) MTA 341, MTA 345. Interdepartmental with and administered by the Department of Marketing and Transportation Administration.
Distribution operations activities emphasizing distribution facility management and customer based information systems management. Field trips required.
Field Studies
Fall, Winter, Spring. Summer. 1 to 4
credits. May reenroll for a maximum of 8 credits. Business administration majors and approval of
department. Planned program of observation, study, and
work in selected business firms. Designed to supple
ment classroom study in such a way as to
make maximum contribution to students' total
educational experience. Field work may be
arranged in finance, insurance, marketing, per
sonnel management, production management, pur
chasing, real estate, retailing, transportation and
banking.

Materials and Logistics Management
Fall, Winter, Spring. Summer. 4(4-0)
Graduate students. Interdepartmental with the
Department of Marketing and Transportation Administra
tion. Management concepts and frameworks for
acquisition, conversion and distribution pro
cesses. Impact on business and social systems, pro
ductivity and profits. Emphasis on planning,
analysis and control of purchasing, production
and physical distribution.

Operations Management
Winter. 4(4-0) MGT 800 or approval of
department. Interdepartmental with the Depart
ment of Marketing and Transportation Administra
tion. Managing the production system. Strategies of
product and process selection. Design of produc
tion facilities: location, layout and capacity. Organiz
ing and staffing operations and work measure
ment. Controlling quality and costs.

Purchasing Administration
Winter, Spring. 4(4-0) MGT 800.
Interdepartmental with the Department of Mar
keting and Transportation Administration.
Purchasing objectives, responsibilities, policies
and organization. Source selection, evaluation and
development. Negotiations. Purchase planning
and evaluation.

Organization and Management
Fall, Winter, Spring, Summer. 4(4-0)
Approval of department. Macro and micro models of organizational
behavior applied to organizational process and design. Topics include: organization planning and design, design strategies (product, function, matrix, other), organization-environment interface, motivation, leadership, group processes, conflict management, the managerial role.

Administrative Policy
Fall, Winter, Spring, Summer. 4(4-0)
MGT 806, MTA 805, F 1899. Last term MBA students or approval of dean.
Application of administrative theory and tech
iques to business situations through cases cut
ting across major functions within business
organization. Cases viewed from standpoint of
general management with consideration of social
and physical environmental forces sur
rounding the firm.

Seminar in Management, Organization, and Administration
Fall, Winter, Spring, Summer. 4(4-0)
May reenroll for a maximum of 12 credits.
Philosophy, practice, research, and current
problems in management, organization, and
administration. Historical and current litera
ture, lectures, discussion, individual research, cases
and plant visits are methods of study used in various

disciplines.
834. **Linear Optimization Models**  
   Fall, 4(4-0) MGT 833; MTH 334 or EC 480.  
   Basic linear optimization techniques, linear programming methods, sensitivity analysis, parametric procedures, duality theory, large scale programming procedures, special LP problems. The literature of linear models applications in production.

835. **Advanced Optimization Models**  
   Winter, 4(4-0) MGT 834.  
   Optimization models with emphasis on integer and dynamic programming, network models, heuristic methods.

836. **Applied Stochastic Processes for Business**  
   Spring, 4(4-0) STT 441; MTH 113 or MTH 123.  
   The structure and analysis of stochastic models common to business economics. Topics may include the Poisson process, renewal-reward processes, discrete Markov processes, with examples from queueing, reliability, maintenance and inventory.

837. **Operations Systems Simulation**  
   Winter, 4(4-0) Approval of department.  
   Simulation models in research and operations planning and control. Construction, validation and experimentation. Special purpose languages.

838. **Design and Analysis of Statistical Experiments**  
   Winter, 4(4-0) Approval of department.  

841. **Materials and Logistics Management Policy**  
   Spring, Summer, 4(4-0) MGT 800 plus 30 credits in the MBA Program. Interdepartmental with and administered by the Department of Marketing and Transportation Administration.  
   Case course that integrates the materials and logistics management program. Emphasis on problem recognition, applying course materials and preparation of plans that improve total systems performance.

848. **Management Science Applications**  
   Summer, 4(4-0) MGT 833.  
   Analysis of cases utilizing techniques of management science. Problem definition, data collection, and problem solving and implementation.

860. **Corporation Management and Society**  
   Spring, 4(4-0) MGT 806.  
   Analysis of the emerging character of administrative structure of the large corporation. Administrative autonomy, corporate government, stockholder and director relationships. Examination of ethics of decision making, strategic values and priorities basic to resource allocation decisions.

890. **Special Problems**  
   Fall, Winter, Spring, Summer, 1 to 4 credits. May reenroll for a maximum of 12 credits. Approval of department.

906. **Behavioral Research: Organization**  
   Winter, 3 credits, MTA 955.  
   Concepts and methods of behavioral science research that are applicable to the study of organization as a strategic device in the development of tangible and intangible values and in the control of elements of business enterprise.

907. **Seminar in Organizational Behavior**  
   Fall, 4(4-0) MGT 806.  
   Directed reading on the behavior of individuals within business organizations. Theory and research in motivation, leadership, and group dynamics are covered.

908. **Seminar in Organization Theory**  
   Winter, 4(4-0) MGT 806; doctoral candidates, master's candidates with approval of department. Interdepartmental with the Department of Psychology.  
   Directed reading and research on issues in contemporary organization theory.

911. **Seminar in Personnel Research**  
   Spring, 4(4-0) MGT 810; doctoral candidates; master's candidates with approval of department.  
   Directed reading and research on issues in contemporary personnel administration theory and practice.

912. **Special Topics Research Seminar**  
   Fall, Winter, Spring, 2 to 4 credits. May reenroll for a maximum of 12 credits. Approval of department.  
   Specialized topics in management.

920. **Manufacturing Strategy**  
   Winter, 4(4-0) MGT 801, MGT 821.  
   Strategic planning in manufacturing. The corporate, national and international environments of operations management. Formulating and evaluating manufacturing strategy and policies vis-a-vis corporate and other functional strategies.

921. **Inventory Theory**  
   Spring, 4(4-0) MGT 920 or approval of department.  
   Classical and nonclassical inventory models under various conditions of uncertainty and organizational complexity. Evaluation of large planning systems for manufacturing and distribution inventory.

922. **Production Planning and Scheduling**  
   Fall, 4(4-0) MGT 921 or approval of department.  
   The hierarchy of strategic and operational production planning and scheduling.

923. **Topics in Operations Management**  
   Spring, 4(4-0) MGT 922 or approval of department.  

999. **Doctoral Dissertation Research**  
   Fall, Winter, Spring, Summer. Variable credit. Approval of department.

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**MARKETING AND TRANSPORTATION ADMINISTRATION**

**College of Business and Graduate School of Business Administration**

300. **Marketing Management in Business and Society I**  
   Fall, Winter, Spring. 4(4-0) EC 202; ACC 210 or ACC 220.  
   Marketing management including an analytical focus on buyer behavior, market segmentation, target positioning, product development, pricing, channels of distribution, physical distribution, and promotion.

301. **Marketing Management in Business and Society II**  
   Fall, Winter, Spring. 4(4-0) Juniors, MTA 940.  
   Market planning and control within the context of international and domestic environments with an emphasis on industrial applications. Includes market selection, competitive analysis, distribution strategy and market information systems.

303. **Materials and Logistics Management**  
   (MGT 303) Fall, Winter, Spring. 4(4-0) Juniors in the College of Business or approval of department. Interdepartmental with and administered by the Department of Management.  
   Management concepts and techniques for purchasing, operations and distribution processes. Productivity and profit contributions. Planning, analysis and control of purchasing, production and transportation distribution.

304. **Operations Planning and Control**  
   (MGT 304) Winter, Spring. 4(4-0) MGT 303 or approval of department. Interdepartmental with and administered by the Department of Management.  
   Managing the production system: Product development, process selection, facilities location and layout; staffing, materials, cost and quality control.

305. **Purchasing Management**  
   Fall, Winter, Spring. 4(4-0) MGT 302 or approval of department. Interdepartmental with and administered by the Department of Management.  

311. **Personal Selling**  
   Fall, Winter, Spring, Summer. 3(3-0) MTA 300.  
   Theories, principles, methods and techniques of personal selling with application to different buyer-seller situations. Development of interpersonal communication skills. Career opportunities in selling.

313. **Sales Management**  
   Fall, Winter, Spring. 4(4-0) MTA 300.  
   Organization and administration of the firm's personal selling. Topics include: recruitment, selection, training, compensation, evaluation, development, and motivation of the sales force; market assessment, territory alignment, and quotas; segmental analysis and budgeting.