401* Procurement and Supply Management
Fall, Spring, Summer. 3(3-0)
Interdepartmental with the Department(s) of Marketing and Transportation Administration.
P: MGT 304 or MTA 304, MTA 345 or MGT 345. R: Juniors and Seniors Business or in which MGT 401 is catalogue requirement
Strategic issues in procurement and supply management dealing with management of the purchasing process, the procurement cycle, purchasing research, buyersupplier relationships, purchasing processes, open price and cost analysis and value analysis.
QP: MGT 303 QA: MGT 403

409* Manufacturing Planning and Control
Fall, Spring, Summer. 3(3-0)
Interdepartmental with the Department(s) of Marketing and Transportation Administration.
P: MGT 304 or MTA 304, MTA 345 or MGT 345. R: Juniors and Seniors Business
Theory and practice for planning and controlling the production process, production planning, demand, materials scheduling, materials requirements and capacity planning, shop floor control, computer integrated manufacturing, and just-in-time systems.
QP: MGT 304 QA: MGT 405

405* Topics in Purchasing-Sourcing Management
Fall of even numbered years. 3(3-0)
Interdepartmental with the Department(s) of Marketing and Transportation Administration.
P: MGT 304 or MTA 304, MTA 345 or MGT 345. R: Juniors and Seniors Business
Advanced coverage of sourcing and negotiation strategy development, purchasing, strategies, negotiations, price and cost analysis, purchasing research techniques and other current issues and trends.
QP: MGT 305

302* Management and Organizational Behavior
Fall, Spring, Summer. 3(3-0)
Interdepartmental with the Department(s) of Marketing and Transportation Administration.
P: MGT 303 or MTA 303. R: Juniors and Seniors Business or program in which MGT 302 is catalogue requirement
Managerial roles and functions in goal directed institutions; organization design, analysis of organizational structure; leadership, motivation, work attitudes, conflict management, and managing diversity.
QP: ACC 201, ACC 202, ACC 251HEC 201EC 251H. QA: MGT 302

306* Materials and Logistics Management
Fall, Spring, Summer. 3(3-0)
Interdepartmental with the Department(s) of Marketing and Transportation Administration.
P: MGT 303 or MTA 303. R: Juniors and Seniors Business or program in which MGT 306 is catalogue requirement
Role of manufacturing, purchasing, and transportation/distribution in determining the competitiveness of manufacturing and service enterprises with respect to quality, flexibility, cost and lead time.
QP: ACC 202, ACC 290, ACC 251HEC 201EC 251H QA: MGT 306

304* Operations and Purchasing Management
Fall, Spring, Summer. 3(3-0)
Interdepartmental with the Department(s) of Marketing and Transportation Administration.
P: MGT 304 or MTA 304, MTA 345 or MGT 345. R: Juniors and Seniors Business or program in which MGT 304 is catalogue requirement
Overview of Operations and Purchasing Management functions in an organization; materials management tactical issues in implementing internal and external resource plans.
QP: MGT 303. QA: MGT 304 MGT 305

308* Decisions Making Models
Spring. 3(3-0)
P: MTA 317, MTH 120 or equivalent R: Juniors and Seniors Business
Basic analytical techniques used for analyzing business decision situations; optimal resource allocation decision models, interval and curve-fitting, computer simulation decision analysis under risk, project management, use of computer software.
QP: MTA 317 QA: MGT 308

310* Human Resource Management
Fall, Spring, Summer. 3(3-0)
P: MGT 302 or concurrently R: Juniors and Seniors Business and programs in which MGT 310 is catalogue requirement
Formulation and administration of human resource policies in the business enterprises. Manpower planning, job analysis, evaluation, compensation, employee relations, employee safety, training, development, performance appraisal. Issues of diversity and ethics.
QP: MGT 302 QA: MGT 310

411* Organizational Staffing
Fall. 3(3-0)
P: MGT 310 or concurrently R: Juniors and Seniors Business and programs in which MGT 411 is catalogue requirement
Job and organizational analysis, manpower planning, recruitment, selection and placement, employment interviewing and testing, validation of selection procedures, EEO guidelines, affirmative action, diversity, and ethics issues.
QP: MGT 310 QA: MGT 411

412* Compensation and Reward Systems
Spring. 3(3-0)
P: MGT 310 or concurrently R: Juniors and Seniors Business and programs in which MGT 412 is catalogue requirement
Designing compensation systems; job evaluation, internal and external equity, pay-for-performance plans, financial incentives, intrinsic and extrinsic motivation, wage/salary surveys, benefits administration; diversity and ethical considerations.
QP: MGT 310 QA: MGT 412

413* Personnel Training and Development
Spring. 3(3-0)
P: MGT 310 or concurrently R: Juniors and Seniors Business and programs in which MGT 413 is catalogue requirement
Designing and implementing training and development programs; career stages and career planning; needs analysis, experimental design and program evaluation; learning theories; diversity and ethics issues.
QP: MGT 310 QA: MGT 413

414* Diversity in the World of Work
Fall. 3(3-0)
P: MGT 310 or concurrently R: Juniors and Seniors Business and programs in which MGT 414 is catalogue requirement
Racial, ethnic, sexual, physically handicapped, and other minority experiences and problems in work organizations. Awareness training for managers of a diverse work force. Ethical issues.
QP: MGT 310 QA: MGT 417

415* Special Topics in Human Resource Management
Spring of even numbered years. 3(3-0)
P: MGT 310 or concurrently R: Juniors and Seniors Business and programs in which MGT 415 is catalogue requirement
Undergraduate seminar on topics of interest to specialists in human resource management. Topics will include advanced organizational behavior, managing labor relations, organizational development, organizational theory and design.
QP: MGT 310 QA: MGT 419 MGT 415 MGT 413

493* Field Study
Fall, Spring, Summer. 1 to 3 credits. May be repeated for a maximum of 6 credits.
P: R: Seniors Management Approval of Department
Planned program of observation, study, and work in selected business firms, to implement classroom study contributing to total overall educational experience. Independent research on special topics in Management.
QP: MGT 468

900* Materials and Logistics Management
Fall, Spring. 3(3-0)
Interdepartmental with the Department(s) of Marketing and Transportation Administration.
P: MGT 302, MGT 303, FI 311, and MTA 300 P: Senior Business
Fundamentals of materials and logistics management, emphasizing the strategic impact of the transformation process in a global economy. Topics: quality, inventory management, logistics strategy, customer service, international procurement, multimodal transportation, and related issues.
QP: MGT 900
801*. Materials Management: Tactical & Strategic Perspective (MLM)  
Fall, Spring. 3(3-0)  
Interdepartmental with the Department(s) of Marketing and Transportation Administration.  
P: MGT 800 R: Graduate Business  
Integration of procurement and operations management activities to create a competitive advantage. Strategic/tactical approaches to customer requirements, supply chain mgmt, procurement, process assessment, quality, mgfl planning, control, and mgmt of technology.  
QP: MGT 800 QA: MGT 803 MGT 821

802*. Procurement/Sourcing Strategy  
Fall, Spring. 3(3-0)  
Interdepartmental with the Department(s) of Marketing and Transportation Administration.  
P: MGT 800 R: Graduate Business  
Procurement/sourcing strategy applied to the management of business.  
QP: MGT 800 QA: MGT 803 MGT 815

803*. Operations Management Strategy (MLM)  
Fall. 3(3-0)  
Interdepartmental with the Department(s) of Marketing and Transportation Administration.  
P: MGT 800 and MGT 810 R: Graduate Business  
Advanced study of issues in operations management, including quality, management of technology, computer integrated manufacturing and just-in-time manufacturing.  
QP: MGT 800 QA: MGT 801

806*. Organizational Behavior and the Management of People  
Fall, Spring. 3(3-0)  
R: Graduate Business  
Micro and macro models of organizational behavior applied to the management of organizational processes and design. Topics include: motivation, leadership, structural design, and workforce diversity.  
QA: MGT 806

810*. Human Resources Management  
Fall, Spring. 3(3-0)  
P: MGT 805 or concurrently R: Graduate Business  
Business & programs for which MGT 810 is a catalogue elective  
Design, administration, and evaluation of human resource functions: job analysis, human resource planning, staffing, training, performance appraisal, career development, labor relations, safety and health programs, and international human resource mgmt.  
QP: MGT 806 CONCUR QA: MGT 810

811*. Organizational Staffing  
Spring. 3(3-0)  
P: MGT 806; MGT 810 or concurrently R: Graduate Business  
Scientific, legal and administrative issues associated with the selection, placement and promotion of individuals in organizations. Topics include: job analysis, recruitment, testing, interviewing, performance appraisal, and affirmative action.  
QP: MGT 806 MGT 810RCONCUR QA: MGT 811

812*. Compensation and Record Systems  
Fall. 3(3-0)  
P: MGT 810 or concurrently R: Graduate Business  
Designing compensation systems: job evaluation, internal and external equity, pay-performance plans, financial incentive plans, evaluation surveys, benefits, benefits administration.  
QP: MGT 810 CONCUR

813*. Human Resource Training and Individual Development  
Spring of even-numbered years. 3(3-0)  
P: MGT 806; MGT 810 or concurrently R: Graduate Business  
Master's seminar on topics of interest to specialists in human resource management such as: advanced organizational behavior, organizational theory and design, labor relations, organizational development.  
QP: MGT 806 AND MGT 810 CONCUR

833*. Decision Support Models  
Fall, Spring. 3(3-0)  
R: Graduate Business  
Development and application of analytical models to support decision making. Topics include: multiple regression; linear optimization; decisions under uncertainty; forecasting.  
QA: MGT 833

834*. Optimization Models I  
Fall of odd-numbered years. 3(3-0)  
P: MGT 833 or prior exposure to linear programming R: Graduate Business  
QP: MGT 833 QA: MGT 834

835*. Optimization Models II  
Spring of even-numbered years. 3(3-0)  
P: MGT 834 R: Graduate Business  
QP: MGT 834 QA: MGT 835

837*. Introduction to Computer Simulation  
Fall of even-numbered years. 3(3-0)  
P: MGT 837 R: Graduate Business  
Discrete computer simulation and its use in research and planning. Types of simulation approaches, use of computer simulation languages, design of simulation experiments and analysis of the resulting data. Internal mechanisms of simulation programs.  
QP: STT 445 QA: MGT 837

838*. Design and Analysis of Statistical Experiments  
Spring of odd-numbered years. 3(3-0)  
P: STT 442 or COM 905 R: Graduate Basic experimental design. Non-parametric and multivariate methods. Elementary sampling theory. Response surface methodology. Data analysis using BMD and SPSS.  
QP: COM 905 OR STT 443 QA: MGT 838

860*. Principles and Cases in Strategic Management  
Spring. 3(3-0)  
R: Graduate Business  
Principles of strategic management applied to contemp­orary functional, business unit, and corporate problems. Strategic positioning, strategy formulation and strategy implementation. Cases drawn from industrial and service sectors.  
QA: MGT 880

870*. Strategic Management  
Fall, Spring. 3(3-0)  
R: Graduate Business MBA Second Year Status in MBA program  
Determination (general manager's perspective) of the strategic direction of the firm and management of strategic processes in the firm. Integration of environment factors and organizational functions in the analysis.  
QP: MTA 805F I 889 QA: MGT 807

890*. Special Problems  
Fall, Spring, Summer. 1 to 3 credits. May reenroll for a maximum of 6 credits.  
R: Graduate Business Approval of department  
Independent study of special topics in management  
QA: MGT 890

906*. Seminar in Organizational Research Methods  
Spring. 3(3-0)  
R: Ph.D. students  
Methods for scientific research in the areas of organizational behavior, personnel and organizational theory. Theory building, hypothesis formation and testing, reliability theory, construct validity, external validity, research design.  
QA: MGT 906

907*. Seminar in Organizational Behavior  
Fall of even-numbered years. 3(3-0)  
R: Ph.D. students  
Directed readings on the behavior of individuals within organizations, theory and empirical research on perception, decision-making, work motivation, work attitudes, leadership and group dynamics.  
QA: MGT 907

908*. Seminar in Organizational Theory  
Fall of odd-numbered years. 3(3-0)  
P: MGT 906 R: Ph.D. students  
Formal organizations viewed as rational, natural and open systems. Survey of contemporary theory and empirical research concerning the nature and functioning of formal organizations.  
QA: MGT 908

909*. Seminar in Human Resource Management  
Spring of even-numbered years. 3(3-0)  
R: Ph.D. students  
Research in human resource management. Job analysis, personnel selection, training, incentive systems are covered with emphasis on classic and current empirical research.  
QA: MGT 911

910*. Seminar in Strategic Management  
Fall of even-numbered years. 3(3-0)  
R: Ph.D. students  
Recent research literature in Strategic Management is reviewed. Topics include: recent developments in strategic types, identification of strategic group, strategy formulation, implementation, and decision making.  
QA: MGT 912

912*. Special Topics Research Seminar  
Spring of even-numbered years. 3(3-0)  
P: MGT 906 R: Ph.D. students  
Research in timely and specialized topics in the area of organizational behavior, organizational theory, human resource management, organizational policy and strategy.  
QA: MGT 912

918*. Procurement and Sourcing Theory  
Fall of even-numbered years. 3(3-0)  
R: Ph.D. students  
Development of procurement/sourcing concepts in theory. Theoretical models explaining procurement/sourcing strategy. Development of frameworks to guide research.  
QP: MGT 801

E-110 Courses with an asterisk (*) have not been approved by the University Committee on Curriculum.
Courses are subject to revision and final approval.

**MANAGEMENT**

**314.** International and Comparative Dimensions of Business
Fall, Spring, Summer. 3(3-0)
P: MGT 303 R: Juniors and Seniors
Globalization and cross-cultural study of business decisions, enterprises, markets, and institutions. International business transactions and entry strategies.

QP: MTA 300 EC 202/REC 251/MTG 302
QA: MTA 301

**317.** Quantitative Business Research Methods
Fall, Spring, Summer. 3(3-0)
P: SIT 315 R: Juniors and Seniors Business
Application of statistical techniques including forecasting, business decision making. Included are applications of linear regression and correlation, analysis of variance, selected non-parametric tests, time series, and index numbers.

QP: SIT 315 ORST 2010/STT 421 QA: MTA 317

**319.** Marketing Research
Fall, Spring. 3(3-0)
P: MTA 300, SIT 315. R: Juniors and Seniors in the College of Business.
Research methods designed to obtain information for marketing decisions. Research design, data collection, and interpretation of information to provide a customer orientation.

QP: MTA 300 MTA 317 QA: MTA 319

**335.** Food Marketing Management
Spring. 3(3-0) Interdepartmental with the Department(s) of Agricultural Economics.
P: FOM 200 or MTA 300 R: Juniors and Seniors Business. Marketing and decision-making in food industry organizations (processors, wholesalers, retailers). Topics include marketing and sales response to consumer and consumer needs, distribution, and merchandising systems in domestic and international contexts.

QP: MTA 300 ORFSM 200 QA: MTA 335

**345.** Logistics Management
Spring. 3(3-0) Interdepartmental with the Department(s) of Management.
P: MGT 303 R: Juniors and Seniors Business.
Analysis of the activities and decisions necessary to plan, implement, and control private and public physical distribution and transportation channel systems. Emphasis on physical, human, informational, and organizational system components.

QP: MGT 303 OHMTA 301 QA: MTA 345

**351.** Retail Management
Fall, Spring. 3(3-0)
P: MTA 300. R: Juniors and Seniors in the College of Business and in other programs that list MTA 351 as a catalog requirement.
Domestic and international retailing structure, environment, and development. Managerial strategy, location, purchasing, organizational, personnel, and promotional techniques. Retail budgeting and control. Social and ethical considerations.

QP: MTA 300 QA: MTA 351

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