Cooperative Education for Business Students
Fall, Spring, 3(3-0) A student may earn a maximum of 3 credits in all enrollments for this course. Courses are offered by the Department of Accounting and Business Administration. Students may enroll in up to three courses per semester. The courses are designed to provide professional experience in office automation, finance, accounting, and marketing.

Managing Human Resources and Organizational Behavior
Fall, Spring, Summer, 3(3-0) This course is designed to provide students with an understanding of human resource management, including recruitment, selection, training, development, and retention. Students will learn about the role of human resource management in organizations, the legal and ethical considerations involved, and how to create effective human resource policies.

Management Skills and Processes
Fall, Spring, Summer, 3(3-0) This course is designed to provide students with the skills necessary to manage individuals and organizations. Students will learn about management theory, decision making, leadership, and organizational behavior.

Compensation and Reward Systems
Spring, 3(3-0) This course is designed to provide students with an understanding of compensation and reward systems within organizations. Students will learn about the design and implementation of compensation plans, the role of rewards in employee motivation, and the impact of compensation on organizational success.

Personnel Training and Development
Spring, 3(3-0) This course is designed to provide students with an understanding of personnel training and development. Students will learn about the design and delivery of training programs, the role of development in organizational learning, and the impact of training on organizational performance.

Diversity in the Workplace
Fall, 3(3-0) This course is designed to provide students with an understanding of diversity in the workplace. Students will learn about the legal and ethical considerations involved, and how to create effective diversity policies.

Special Topics in Human Resource Management
Fall, Spring, Summer, 3(3-0) This course is designed to provide students with an understanding of special topics in human resource management. Students will learn about the latest research and trends in the field, and how to apply this knowledge in practice.

International Management
Spring, 3(3-0) This course is designed to provide students with an understanding of international management. Students will learn about the unique challenges involved in managing organizations in diverse cultural and economic environments, and how to develop effective international strategies.

Human Resource Management for General Managers
Fall, Spring, 3(3-0) This course is designed to provide students with an understanding of human resource management for general managers. Students will learn about the role of human resource management in organizational leadership, and how to develop effective human resource strategies.

Negotiation and Conflict Management
Fall, Spring, Summer, 3(3-0) This course is designed to provide students with an understanding of negotiation and conflict management. Students will learn about the processes involved, the various strategies for resolving conflicts, and how to develop effective negotiation skills.
813 Human Resource Training  
Spring. 3(3-0) P:M: (MBA 824) R: Open only to graduate students in the College of Business or approval of department. Planning, implementing, and evaluating training programs. Career stages and career planning. Matching individual and organizational development needs.

822 Human Resource Compensation  
Fall. 3(3-0) P:M: (MBA 824) R: Open only to graduate students in the College of Business or approval of department. Application of compensation principles to organizational objectives. Strategic use of compensation systems for attracting, motivating, and retaining employees. Managerial aspects of paying employees at all organizational levels.

824 Management and Organizational Behavior  
Spring. 3(3-0) R: Open only to students in Manufacturing and Engineering Management major. Not open to students in the College of Business. SA: MGT 806 Micro and macro models of organizational behavior applied to the management of people, group processes, and organization design. Motivation, diversity, leadership, group performance, organization structure and culture.

832 Negotiation and Conflict Management  
Spring. 3(3-0) P:M: (MBA 824) R: Open only to graduate students in the College of Business or approval of department. Negotiation and bargaining to manage people and interpersonal relations. Developmental processes, stages, and types of conflict. Conflict management and resolution.

840 Leadership and Team Management  
Fall, Spring. 3(2-2) P:M: (MBA 808) R: Open only to graduate students in the College of Business or approval of department. Development of leadership abilities through readings and laboratory application.

842 Leading The Strategic Change Process  
Spring of even years. 3(3-0) P:M: MBA 824 Analysis and management of the change process in organizations. Micro- and macro-organizational interventions.

852 Entrepreneurship: New Venture Strategy  
Spring. 3(3-0) P:M: MBA 824 or MGT 824 R: Open to graduate students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department. Starting a new business. Identifying a viable business opportunity, recognizing the risks and challenges of starting a new venture, and developing a business plan.

863 Negotiations  
Spring. 1 to 2 credits. R: Open to masters students in the Supply Chain Management major. 
Strategic negotiations, negotiation preparation, buyer-supplier relationship assessment, international negotiations, and negotiation simulation.

864 Leadership Applications in Supply Chain Management  
Spring. 3(3-0) R: Open to masters students in the Supply Chain Management major. Development of student abilities to assess and acquire knowledge and skills to lead others and themselves throughout their careers.

872 Strategic Decision-Making  
Fall. 3(3-0) R: Open to MBA students. C: MBA 850 concurrently. Process of strategic decision-making. Identification of issues that both impede and improve the likelihood of decision success.

875 Change Management  
Fall. 2(2-0) R: Open to masters students in the Supply Chain Management major. Role and process of organizational change management. Types of change, identifying need for change, and change management process.

879 Strategic Management Consulting Projects  
Spring. 3(2-2) P:M: MBA 850 and MGT 872 R: Open to MBA students. Team-based, project-oriented course in which students work with a company to analyze a strategic issue facing the company. Development of a consulting engagement from project definition through a final report and recommendations.

880 Organizational Communication and Leadership  
Spring, Summer. 3(3-0) Interdepartmental with Accounting. Administered by Accounting. Communication and responsibility in a new era. Theoretical and practical skills approaches to organizational communication and leadership. Self-assessment, leadership in action and managerial communication, and leadership accountability.

890 Independent Study  
Fall, Spring, Summer. 1 to 3 credits. A student may earn a maximum of 6 credits in all enrollments for this course. R: Open only to graduate students in the Eli Broad College of Business. Approval of department. Faculty-supervised independent study.

906 Seminar in Organizational Research Methods  
Spring. 3(3-0) R: Open only to Ph.D. students in the College of Business or approval of department. 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.

907 Seminar in Organizational Behavior  
Fall of even years. 3(3-0) R: Open only to Ph.D. students in the College of Business or approval of department. 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.

908 Seminar in Organizational Theory  
Fall of odd years. 3(3-0) R: MGT 906 R: Open only to Ph.D. students in the College of Business or approval of department. Formal organizations viewed as rational, natural, and open systems. Survey of contemporary theory and empirical research.

909 Seminar in Human Resource Management  
Spring of odd years. 3(3-0) R: Open only to Ph.D. students in the College of Business or approval of department. Classical and current empirical research. Job analysis, personnel selection, training, and incentive systems.

910 Seminar in Strategic Management  
Fall of even years. 3(3-0) R: Open only to Ph.D. students in the College of Business or approval of department. Review of recent research literature. Topics include developments in strategic types, identification of strategic groups, strategy formulation, implementation, and decision making.

914 Applied Regression Models in Business Research  
Spring. 3(3-0) Interdepartmental with Statistics and Probability. Administered by Management. RB: (STT 430 or STT 441) or equivalent R: Open only to Ph.D. students in the College of Business or approval of department. Seminar on design and analysis of regression-based statistical models. Modeling issues arising in business research.

999 Doctoral Dissertation Research  
Fall, Spring, Summer. 3 credits. A student may earn a maximum of 99 credits in all enrollments for this course. R: Open only to Ph.D. students in Management. Doctoral dissertation research.