<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Term</th>
<th>Description</th>
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<tbody>
<tr>
<td>MGT 315</td>
<td>Managing Human Resources and Organizational Behavior</td>
<td>Fall, Spring, Summer</td>
<td>Open to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business. Job and organizational analysis. Personnel planning, recruitment, selection and placement. Employment interviewing and testing. Validation of selection procedures, equal opportunity employer (EEO) guidelines, and affirmative action. Issues and diversity of ethics.</td>
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<tr>
<td>MGT 411</td>
<td>Organizational Staffing</td>
<td>Fall, Spring</td>
<td>Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business. Job and organizational analysis. Personnel planning, recruitment, selection and placement. Employment interviewing and testing. Validation of selection procedures, equal opportunity employer (EEO) guidelines, and affirmative action. Issues and diversity of ethics.</td>
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<tr>
<td>MGT 414</td>
<td>Diversity in the Workplace</td>
<td>Fall</td>
<td>Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business. Problems experienced by racial, ethnic, physically disabled, and other minorities in work organizations. Awareness training for managers. Ethical issues.</td>
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<tr>
<td>MGT 418</td>
<td>Labor-Management Relations</td>
<td>Spring</td>
<td>Open only to seniors or juniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to students in The School of Hospitality Business. Contextual framework of employment relations in union and non-union settings; history and labor law; environmental influences and employer and organized labor strategies; collective bargaining process including negotiations; grievance administration and arbitration; public sector employment relations.</td>
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<tr>
<td>MGT 460</td>
<td>Capstone for Management Majors (W)</td>
<td>Fall, Spring, Summer</td>
<td>Open to juniors or seniors in The Eli Broad Graduate School of Management or approval of department. Strategic negotiation, negotiation preparation, buyer-supplier relationship assessment, international negotiations, and negotiation simulation.</td>
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<tr>
<td>MGT 474</td>
<td>Negotiation and Conflict Management</td>
<td>Fall, Spring</td>
<td>Open only to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to students in The School of Hospitality 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.</td>
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<tr>
<td>MGT 475</td>
<td>Globalization and International Management (D)</td>
<td>Fall</td>
<td>Open only to seniors or juniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to students in The School of Hospitality Business or approval of department. International management issues, including national culture, leadership, decision making, team performance, communication, negotiations, structure, and personal career implications of international management.</td>
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<tr>
<td>MGT 490</td>
<td>Independent Study</td>
<td>Fall</td>
<td>Open only to seniors or juniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to students in The School of Hospitality Business. Supervised program of independent library research designed to supplement classroom study.</td>
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</table>
804  International Management
Spring of even years: 3(3-0) P: (MBA 824) R: Open only to graduate students in the College of Business or approval of department.
Management challenges and roles in a multinational business. Strategic planning in global firms, managing people in international organizations, leadership, and the future of international management.

805  Special Topics in Management
Spring of even years: 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. P: (MBA 824) R: Open only to graduate students in the College of Business or approval of department. SA: MGT 815 Organizational behavior, organizational theory and design, human resource management, and strategic management.

810  Human Resource Management for General Managers
Fall: 3(3-0) P: MBA 824 or concurrently R: Open only to graduate students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department. Human resource management functions performed by all managers. Design, administration, and evaluation of human resource activities. Needs assessment, program implementation and evaluation, information management and decision support, and international human resource management.

811  Human Resource Staffing
Spring: 3(3-0) P: MBA 824 or concurrently R: Open to masters students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department. Scientific, legal, and administrative issues in the selection, placement, and promotion of individuals in organizations. Job analysis, recruitment, testing, interviewing, performance appraisal, and affirmative action.

813  Human Resource Training
Spring: 3(3-0) P: MBA 824 or concurrently R: Open to masters students in the Eli Broad College of Business and The Eli Broad Graduate School of Management 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: MBA 824 or concurrently R: Open to masters students in the Eli Broad College of Business and The Eli Broad Graduate School of Management 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: (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(3-0) P: (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: 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: 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

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: 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. 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: Open 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. Classic and current empirical research. Job analysis, personnel selection, training, and incentive systems.
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.

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 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.

Doctoral Dissertation Research
Fall, Spring, Summer. 1 to 24 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.