293 Cooperative Education for Business Students

Fall, Spring. 1(1-0) A student may earn a maximum of 3 credits in all enrollments for this course. Interdepartmental with Accounting and Economics and Finance and Hospitality Business and Supply Chain Management. Administered by Supply Chain Management. R: Approval of department. SA: MGT 293

Integration of pre-professional educational employment experiences in industry and government with knowledge and processes taught in the student's academic program. Educational employment assignment approved by the Department of Supply Chain Management.

315 Managing Human Resources and Organizational Behavior

Fall, Spring, Summer. 3(3-0) RB: Programs for which MGT 315 is a catalog-listed requirement. R: Open only to juniors or seniors in the College of Business. Not open to students in The School of Hospitality Business. SA: MGT 310


325 Management Skills and Processes

Fall, Spring, Summer. 3(3-0) R: Open to juniors or seniors and open to students in the James Madison College or in the Agribusiness Management major or in the Agribusiness Management Specialization or in the Apparel and Textile Design major or in the Applied Engineering Sciences major or in the Communication major or in the Construction Management major or in the Dietetics major or in the Economics major or in the Food Industry Management major or in the Food Industry Management Specialization or in the Food Science major or in the Interdisciplinary Studies in Social Science-Human Resources and Society major or in the Interdisciplinary Studies in Social Science major or in the Packaging major or in the Park, Recreation and Tourism Resources major or in the Retailing major or in the Security Management Specialization or in the Technology Systems Management major or in the Telecommunication, Information Studies and Media major. SA: MGT 302

Managerial skills and processes in goal-directed institutions.

352 Entrepreneurship: New Venture Process

Fall, 3(3-0) P: ACC 202 R: Open 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. Becoming an entrepreneur. Developing successful business ideas. Moving from an idea to an entrepreneurial firm. Managing and growing an entrepreneurial firm.

409 Business Policy and Strategic Management

Fall, Spring, Summer. 3(3-0) P: MKT 300 and SCM 303 and FI 311 and ITM 309 R: Open to seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to undergraduate students in the School of Hospitality Business.

Techniques for building and maintaining consistent and effective policy and strategy. Major functions within a firm. Strategic integration, ethics, and international competition.

411 Organizational Staffing

Fall, Spring. 3(3-0) P: (MGT 315 or concurrently) R: Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business.


412 Compensation and Reward Systems

Spring. 3(3-0) P: (MGT 315 or concurrently) R: Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business.


413 Personnel Training and Development

Spring. 3(3-0) P: (MGT 315 or concurrently) R: Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business.


414 Diversity in the Workplace

Fall. 3(3-0) P: (MGT 315 or concurrently) R: 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.

418 Labor-Management Relations

Spring. 3(3-0) P: MGT 315 or concurrently R: Open 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.

460 Capstone for Management Majors (W)

Fall, Spring. 3(2-2) P: (MGT 315 or concurrently) R: Open only to seniors in the Human Resource Management or General Management major.

Topics in management and organizational behavior.

474 Negotiations

Fall, Spring. 2(2-0) Interdepartmental with Supply Chain Management. Administered by Supply Chain Management. P: SCM 371 or concurrently R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management and open to students in the Sales Communication Specialization or approval of department. SA: MSC 474

Strategic negotiation, negotiation preparation, buyer-supplier relationship assessment, international negotiations, and negotiation simulation.

475 Negotiation and Conflict Management

Fall. 3(3-0) P: MGT 315 or concurrently R: Open 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.

476 Globalization and International Management (D)

Fall. 3(3-0) P: MGT 315 or concurrently R: Open 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.

International management issues, including national culture, leadership, decision making, team performance, communication, negotiations, structure, and personal career implications of international management.

490 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 juniors or seniors. Approval of department. Supervised program of independent library research designed to supplement classroom study.
491 Special Topics in Human Resource Management
Spring of even years. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. P: MGT 315 or concurrently R: Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business.
Topics in human resource management such as advanced organizational behavior, managing labor relations, organizational development, and organizational theory and design.

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.

305 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.
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.

810 Human Resource Management for General Managers
Fall. 3(3-0) P: MBA 824 or concurrently R: Open to graduate students in 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) 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 only 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
Summer. 1 to 2 credits. Interdepartmental with Supply Chain Management. Administered by Management.
Opening courses in negotiation strategies and techniques, including managing relationships and resolving conflicts.

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.

878 Management Consulting
Fall. 3(3-0) R: Open to MBA students. Management consulting as a process, profession, and industry. Conducting business research. Facilitating organizational change.

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.

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.

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. 
Classic 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.

912  Special Topics Research Seminar  
Spring of even years. 3(3-0) 
Research in timely and specialized topics in organizational behavior, organization theory, human resource management, organizational policy and strategy.

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. 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.