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: MSC 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.

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 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. SA: MGT 310

Formulation and administration of human resource policies in the business enterprise. Personnel planning, job analysis and evaluation, staffing. Compensation and labor relations. Employee safety, training, development, and performance appraisal. Issues of diversity and ethics.

Management Skills and Processes
Fall, Spring, Summer. 3(3-0) R: Open to juniors or seniors in the James Madison College or in the Advertising Major or in the Agribusiness Management Undergraduate Specialization or in the Agribusiness Management Major or in the Apparel and Textile Design Major or in the Apparel and Textiles 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 Major or in the Food Science Major or in the Interdisciplinary Studies in Social Science Major or in the Media and Information Major or in the Packaging Major or in the Security Management Specialization or in the Public Relations Specialization. SA: MGT 302

Managerial skills and processes in goal-directed institutions.

Entrepreneurship: New Venture Process
Fall, Spring. 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. Not open to students with credit in MKT 355.

Becoming an entrepreneur. Developing successful business ideas. Moving from an idea to an entrepreneurial firm. Managing and growing an entrepreneurial firm.
476 Globalization and International Management
Spring, 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.

479 Sports Business Management
Fall, Spring, 3(3-0) R: Open to juniors or seniors in the Marketing Major or in the General Management Major or in the Media and Information Major.
Introduction to current sports industry landscape and impact of business on decision-making in sports. Focus on trends in intercollegiate athletics and professional sports including careers, governance, organizational structure, revenue and sports entertainment.

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 to seniors in department. Supervised program of independent library research designed to supplement classroom study.

491 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: 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.
Topics in management such as advanced organizational behavior, managing labor relations, organizational development, organizational theory and design, strategic leadership and decision making.

493 Fieldwork in Sports Business
Spring, Summer. 3(3-0) P: MGT 479 R: Open to juniors or seniors in the Marketing Major or in the General Management Major.
Supervised, professional work or internship experience in the field of sports business with intercollegiate athletics or professional sports associations, firms, leagues, organizations, teams or sports business and entertainment companies.

801 Analyzing your Organization
Fall, Spring, Summer. 1 to 2 credits. P: MGT 810 or MGT 824 R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to MBA students in the Eli Broad College of Business and The Eli Broad Graduate School of Management. Not open to students with credit in PIM 801.
Analysis of the student's organization focusing on issues related to the management of people, group processes, and organizational design. Review of various aspects of their organizations' processes related to the management of people and suggest a plan for improving the effectiveness of those processes. Issues include motivation, diversity, leadership, group performance, and culture.

802 Strategic Analysis
Fall, Spring, Summer. 1(1-0) P: MGT 856 R: Open to master's students in the Department of Management. Not open to students with credit in PIM 804.
Supervised analysis of the student's employing organization, focusing on interviewing the CEO or visible leader. Assessing the correspondence between the leader's vision and concepts presented in the program.

803 Leadership Analysis
Summer. 1 to 2 credits. P: MGT 840 R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to MBA students in the Eli Broad College of Business and The Eli Broad Graduate School of Management. Not open to students with credit in PIM 803.
Analyzing one's own leadership strengths and weaknesses, and developing an action plan for personal development and how to leverage one's strengths.

804 International Management
Fall, Spring. 1 to 3 credits. P: MBA 824 or (MGT 810 or MGT 824 or approval of department) R: Open to graduate students in the Eli Broad College of Business and The Eli Broad Graduate School of Management 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
Fall, Spring. 1 to 3 credits. A student may earn a maximum of 9 credits in all enrollments for this course. R: Open to graduate students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department. Selected topics in current and emerging issues in management.

810 Human Resource Management for General Managers
Fall, Spring, Summer. 1 to 3 credits. R: Open to master's 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 Fundamentals of Human Resource Staffing
Spring, 1 to 3 credits. P: MGT 810 or concurrently R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department.
Fundamentals of human resource staffing. Legal issues; measurement, reliability, and validity; job analysis; performance assessment; and recruitment.

812 Advanced Topics in Human Resource Staffing
Spring. 1 to 3 credits. P: MGT 811 or concurrently R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department.
Initial assessment methods such as letters of recommendations and weighted application blanks. Substantive assessment methods such as cognitive ability, personality, integrity, and situational judgment tests. Structured interviews and assessment centers. Selection decision making.

813 Human Resource Training
Spring, 3(3-0) P: MBA 824 or concurrently R: Open to master's 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.

814 Managing Diversity in the Workplace
Fall, Spring, Summer. 1 to 3 credits. P: MGT 810 or concurrently R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management.
Problems experienced by racial, ethnic, physically disabled, and other minorities in work organizations. Awareness training for managers.

817 Managing the Learning Organization
Fall, Spring, Summer. 1 to 3 credits. P: MGT 810 or concurrently R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management.
Assessing knowledge, skills, and abilities within the organization. Matching future employee skill needs with appropriate learning strategies. Linking employee knowledge, skills, and abilities with overall organizational strategies.

818 Talent Management and Development
Fall, Spring, Summer. 1 to 3 credits. P: MGT 810 or concurrently R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management.
The role of managing human resources to realize organizational goals and mission. Employee recruitment and development, performance management, succession planning, and retention strategies. Career management and leadership development.

822 Developing Reward and Compensation Systems
Fall, Spring, Summer. 1 to 3 credits. P: MGT 810 or concurrently R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management.
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 Developing Managerial Skills
Fall, Spring, Summer. 1 to 3 credits. R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to MBA students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department. SA: MGT 806 Not open to students with credit in MBA 824.

The management of people, group processes, and organizational design. Theories and research are applied to developing managerial skills in motivation and leadership, with an understanding of diversity, organizational culture and structure.

832 Foundations of Negotiation
Fall. 1 to 3 credits. P: MBA 824 or MGT 824 R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department.
Fundamentals of effective negotiations through readings, simulations, videos, and discussions. Planning for negotiation, integrative and distributive negotiation strategies, power and influence, ethics and interpersonal communication. Experience in negotiating through simulations and follow-up discussions.

833 Complex Negotiations and Dispute Resolution Systems
Fall. 1 to 3 credits. P: MGT 832 R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department.
Managing complex negotiations, such as mediated conflicts, coalitions, multiparty negotiations, cross-cultural negotiations, and dispute resolution system design. Unique challenges in complex negotiations and strategies to meet bargainers' interests in these negotiations.

840 Leadership and Team Management
Fall, Spring, Summer. 1 to 3 credits. P: MBA 808 or (MGT 824 or approval of department) R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department.
Development of leadership abilities through readings and laboratory application.

842 Leading Strategic Change
Spring of even years. 1 to 3 credits. P: MBA 824 or MGT 824 R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department.
Analysis and management of the change process in organizations. Micro- and macro-organizational interventions.

850 Competitive and Business Strategy
Fall, Spring, Summer. 1 to 3 credits. R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to MBA students in the Eli Broad College of Business and The Eli Broad Graduate School of Management. Not open to students with credit in MBA 850.
Concepts and methods that integrate previous training in functional areas of management. Total firm perspective and ways top managers create and sustain competitive advantage in today's challenging global marketplace.

852 Entrepreneurship: Recognizing New Ventures
Spring. 1 to 3 credits. 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.
Appropriate techniques required to recognize new venture opportunities. Develop and evaluate business models that enhance the success of a new venture opportunity.

853 Entrepreneurship: Exploiting New Ventures
Spring. 1 to 3 credits. 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.
Appropriate techniques required for exploiting a new venture opportunity. Develop and evaluate business models that enhance the success of a new venture opportunity.

854 Global Strategy
Fall. 1 to 3 credits. P: MGT 850 or MGT 858 or approval of department R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to MBA students in the Eli Broad College of Business and The Eli Broad Graduate School of Management.
The course is designed to provide an overview of the basic building blocks of the strategic management process in a global setting; provide a framework for understanding how multinational companies manage and leverage competitive advantage across international markets.

856 Corporate Strategy
Fall, Spring, Summer. 1 to 3 credits. P: MBA 850 or MGT 850 R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management.

858 Strategic Management
Fall, Spring, Summer. 1 to 3 credits. R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to MBA students in the Eli Broad College of Business and The Eli Broad Graduate School of Management.
Concepts related creating and sustaining a competitive advantage in a competitive market, and the management of multi-business firms, including business strategies and models, value creation, industry structure and dynamics, mergers and acquisitions, firm scope, and strategic alliances.

863 Negotiations
Fall, Spring, Summer. 1 to 2 credits. Interdepartmental with Supply Chain Management. Administered by Management. R: Open to master's students in the Department of Management or in the Department of Supply Chain Management.
Strategic negotiations, negotiation preparation, buyer-seller relationship assessment, international negotiations, and negotiation simulation.

872 Strategy Process
Fall. 1 to 3 credits. P: MBA 850 or MGT 850 R: Open to MBA students.
Strategy development and execution as a process. Identification of issues that both impede and improve the likelihood of successful strategies.

873 Strategic Decision Making
Fall, Spring, Summer. 1 to 3 credits. P: MBA 850 or MGT 850 or MGT 858 R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management.
Process of strategic decision-making. Identify issues that impede and improve decision success, examine a range of contextual factors that influence the decision process.

875 Change Management
Fall, Spring, Summer. 1 to 3 credits. R: Open to master's students in the Department of Management or in the Department of Supply Chain Management.
Role and process of organizational change management. Types of change, identifying need for change, and change management process.

877 Consulting Process
Fall. 1 to 3 credits. R: Open to MBA students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department.
Solving management problems and carrying out effective internal and external consulting engagements.

878 Management Consulting
Fall. 1 to 3 credits. R: Open to MBA students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department.
The management consulting industry, how to manage a consulting firm, careers and professional standards in consulting.

879 Strategic Management Consulting Projects
Spring. 3(2-2) P: MBA 850 and MGT 877 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.

881 Creating an Ethical Organization
Fall, Spring, Summer. 1 to 2 credits. R: Open to master's students in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to MBA students in the Eli Broad College of Business and The Eli Broad Graduate School of Management.
Review factors that enhance and diminish ethical behavior in an organization, including the ethical dimensions of decision making, the nature of business ethics and the difference between ethical and legal behavior.

888 Communication Strategies for Business
Spring. 1 to 3 credits. A student may earn a maximum of 3 credits in all enrollments for this course. R: Open to graduate students in the Eli Broad College of Business and The Eli Broad Graduate School of Management. Approval of department.
Professional communication skills, from basic business writing techniques to cutting-edge digital and social-media strategies.
**Management—MGT**

890  **Independent Study**  
Fall, Spring, Summer. 1 to 3 credits. A student may earn a maximum of 9 credits in all enrollments for this course. R: Open to graduate students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department. 
Facility-supervised independent study.

906  **Organizational Research Methods**  
Fall. 3(3-0) R: Open to doctoral students in the Eli Broad College of Business and The Eli Broad Graduate School of Management 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 odd years. 3(3-0) R: Open to doctoral students in the Eli Broad College of Business and The Eli Broad Graduate School of Management 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 Strategy Process**  
Spring of even years. 3(3-0) RB: MGT 906 R: Open to doctoral students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department. 
Strategy development as a process that drives the parallel issues of formulation and implementation. Survey of theory and research in this area.

909  **Seminar in Human Resource Management**  
Fall of even years. 3(3-0) R: Open to doctoral students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or approval of department. 
Classic and current empirical research. Job analysis, personnel selection, training, and incentive systems.

910  **Seminar in Strategic Management**  
Spring of odd years. 3(3-0) R: Open to doctoral students in the Eli Broad College of Business and The Eli Broad Graduate School of Management 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**  
On Demand. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. R: Open to doctoral students in the Eli Broad College of Business and The Eli Broad Graduate School of Management. 
Research in timely and specialized topics in organizational behavior, organization theory, human research management, organizational policy and strategy.

914  **Advanced Organizational Research Methods**  
Spring. 3(3-0) Interdepartmental with Statistics and Probability. Administered by Management. P: MGT 906 
Methods for empirically testing scientific theories in organizational contexts.

999  **Doctoral Dissertation Research**  
Fall, Spring, Summer. 1 to 24 credits. A student may earn a maximum of 36 credits in all enrollments for this course. R: Open to doctoral students. 
Doctoral dissertation research.