MANAGEMENT

Department of Management
Eli Broad College of Business
and The Eli Broad Graduate School of Management

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 Account- ing and Economics and Finance and Hospi- tality Business and Supply Chain Manage- ment. Administered by Supply Chain Man- agement. R: Approval of department. SA: MISC 293

Integration of pre-professional educational employ- ment experiences in industry and government with knowledge and processes taught in the student's ac- ademic program. Educational employment assign- ment 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 require- ment. R: Open to juniors or seniors in the Ac- counting major or in the Finance Major or in the Marketing Major or in the Supply Chain Management Major or in the Business - Ad- mitted major or in the Human Resource Man- agement Major or in the Management Major and not open to students in the School of Hospitality Business. SA: MGT 310


325 Management Skills and Processes
Fall, Spring. 3(3-0) R: Open to jun- iors or seniors and not open to students in the Accounting major or in the Finance Major or in the Marketing Major or in the Supply Chain Management Major or in the Business - Ad- mitted major or in the Business-Preference major or in the Human Resource Manage- ment Major or in the Management Major. SA: MGT 302

Managerial skills and processes in goal-directed in- stitutions.

352 Entrepreneurship: New Venture Process
Spring. 3(3-0) P: ACC 202 or ACC 230 R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Grad- uate School of Management or in the Retail Management Minor and not open to students in the School of Hospitality Business. Becoming an entrepreneur. Developing successful business ideas. Moving from an idea to an entrepre- neurial firm. Managing and growing an entrepreneur- ial firm.

371 Retail Planning and Buying
Fall, Spring. 3(3-0) R: Open to students in the Retail Management Minor or approval of de- partment.

Role of a retail buyer in consumer products/fashion industries. Market and trend research, target cus- tomer needs, assortment planning, strategic buying, international sourcing, merchandise planning and control, and product development.

393 Introduction to International Business
Fall, Spring. Summer. 3(3-0) Fall: Abroad. Spring: Abroad. Summer: Abroad. Interde- partmental with Accounting and Finance and General Business and Business Law and Hospitality Business and Marketing and Sup- ply Chain Management. Administered by Marketing. R: Open to students in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the School of Hospitality Business.

Introduction to the context of international business delivered on-site in foreign settings. Fundamental concepts and principles such as multi- national corporations, foreign markets and econo- mies, internal and external market transactions, inter- national law, cultural influences, and multinational business strategies.

409 Business Policy and Strategic Management
Fall, Spring, Summer. 3(3-0) P: MKT 300 and SCM 303 and FI 311 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 inter- national competition.

411 Organizational Staffing
Spring. 3(3-0) P: (MGT 315 or concurrently) or (MGT 325 or concurrently) R: Open to jun- iors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor or in the Sports Business Management Minor and not open to students in the School of Hospitality Business.


412 Compensation and Reward Systems
Fall, Spring. 3(3-0) P: (MGT 315 or concurrently) or (MGT 325 or concurrently) R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor or in the Sports Business Management Minor and not open to students in the School of Hospitality Business.


413 Personnel Training and Development
Fall. 3(3-0) P: (MGT 315 or concurrently) or (MGT 325 or concurrently) R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor and not open to students in the School of Hospitality Business.


414 Diversity in the Workplace
Spring. 3(3-0) P: (MGT 315 or concurrently) or (MGT 325 or concurrently) R: Open to jun- iors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor or in the Sports Business Management Minor and not open to students in the Hospi- tality Business Major.

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) or (MGT 325 or concurrently) R: Open to jun- iors or seniors in the Accounting major or in the Finance Major or in the Marketing Major or in the Supply Chain Management Major or in the Business - Admitted major or in the Hu- man Resource Management Major or in the Management Major or in the Retail Manage- ment Minor or in the Sports Business Man- agement Minor and not open to students in the School of Hospitality Business.

Contextual framework of employment relations in un- ion and non-union settings; history and labor law; en- vironmental influences and employer and organized labor strategies; collective bargaining process includ- ing negotiations; grievance administration and arbi- tration; public sector employment relations.

454 Technology Entrepreneurship
Fall, Spring. 3(3-0) Interdepartmental with Applied Engineering Sciences. Administered by Management. P: MGT 352 or MKT 355 or AESC 310 R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management and open to seniors in the Applied Engineering Sciences Major and not open to students in the School of Hospitality Business. Approval of department; application required.

Introduction to entrepreneurship. Learning how to leverage technological advances to develop business ideas. Focus on the creation process of high-growth technology ventures.

460 Capstone for Management Majors (W)
Fall, Spring. 3(2-2) P: (MGT 315 or concur- rently) or (MGT 325 or concurrently) R: Open to seniors in the Human Resource Manage- ment Major or in the Management Major or in the Retail Management Minor or in the Sports Business Management Minor.

Topics in management and organizational behavior.
474 Negotiation and Conflict Management
Fall, Spring, 2(2-0) Interdepartmental with Supply Chain Management, Administered by Supply Chain Management. R: Open to juniors or seniors in the Supply Chain Management Major 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, Spring, 3(3-0) 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
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, 3(3-0) R: Open to juniors or seniors in the Sports Business Management Minor or approval of department.
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. Approval of 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) or (MGT 325 or concurrently) R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor or in the Sports Business Management Minor or 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.

493A Sports Business: Internship
Spring, Summer. 3(3-0) P: MGT 479 R: Open to juniors or seniors in the Sports Business Management Minor or approval of department. SA: MGT 493
Not open to students with credit in MGT 493B.
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.

493B Sports Business: Fieldwork Seminar
Spring, 3(3-0) P: MGT 479 R: Open to juniors or seniors in the Sports Business Management Minor or approval of department.
Not open to students with credit in MGT 493A.
Leadership in day-to-day operations, decision making, strategic planning alongside industry leader in sports business. Hands-on projects in intercollegiate athletics, professional sports or applicable associations, firms or leagues.

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. 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.

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 recommendation 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 or approval of department.
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 and open to MBA 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 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 Venture Opportunities
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 ideas to determine whether they could become a viable new venture.

853 Complex Negotiations and Dispute Resolution Systems
Fall, 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 to strategy and organizational design. Specific topics may include strategy, management, and strategy in the multinational context.

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-supplier relationship assessment, international negotiations, and negotiation simulation.

872 Developing Competitive Strategy
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 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.

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. Faculty-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 resource management, organizational policy and strategy.