

# MNGT COURSES

Opposite each course title are three numbers such as 3-2-4. The first number indicates the number of regular classroom hours for the course each week; the second number indicates the number of laboratory hours per week; and the third number indicates the hours of credit awarded for the successful completion of the course. Listed in parentheses at the end of each course description is the term(s) that the course is normally offered. F=Fall, S=Spring, and M=Summer.

The college reserves the right to cancel or delete any course with insufficient enrollment.

## Courses

### **MNGT 3051. Principles of Management. 3-0-3 Units.**

Introduces the basic concepts and processes of management including the study of the legal, social, and political environment with an emphasis on the behavioral perspectives in organizations.(F, S, M)

Prerequisites: Upper Division Eligibility and ECON 2105 with a "C" or better.

### **MNGT 4053. Human Resource Management. 3-0-3 Units.**

Presents theory and policy to perform the human resource function in modern organizations. Topics include EEO law and regulations, selection, recruitment, performance appraisal, compensation, training, and labor relations.(F, S)

Prerequisites: Upper Division Eligibility and MNGT 3051 with a "C" or better.

### **MNGT 4253. Staffing & Talent Development. 3-0-3 Units.**

Staffing & Talent Acquisition will explain the process by which organizations forecast employment needs, recruit potential employees, select high potential candidates from applicant pools, assess job performance levels, give feedback, train and develop existing employees, and deal with voluntary and involuntary turnover. Students will complete semester-long projects that include various technologies and tools used by HR professionals in the staffing process. Students will also be expected to synthesize, evaluate, and suggest improvements for activities/projects completed during the course.(As Needed)

Prerequisites: Upper Division Eligibility and MNGT 3051 with a "C" or better.

### **MNGT 4380. Project Management. 3-0-3 Units.**

Covers the fundamental concepts and applied techniques for organizing, planning, and controlling projects. Topics are divided in two categories: behavioral and technical. Behavioral aspects include organizational structure, organizational culture, leadership, teams, and negotiation. Technical aspects include project selection, estimating times/costs, WBS, network computation, PERT/CPM, resource allocation, time reduction, and progress/performance control. Computer software (Excel and MS Project) is introduced to provide hands-on practical training on technical skills. Examples are drawn from a variety of industries including construction and information systems.(F, S, M)

Prerequisites: Upper Division Eligibility, MNGT 3051 and LSCM 3251 both with a "C" or better.

### **MNGT 4501. Entrepreneurship. 3-0-3 Units.**

Explores the increasing importance of entrepreneurial activity and the steps necessary in starting a new business venture. Topics include the entrepreneurial personality; recognizing and testing business opportunities; developing the business concept; analyzing risk; and financing the new venture. Students design and present a business plan for a new venture.(F)

Prerequisites: Upper Division Eligibility, MNGT 3051, MARK 3010 and FINC 3056, all with a "C" or better.

### **MNGT 4602. Leadership. 3-0-3 Units.**

Focuses on managerial leadership through a broad survey of theory, research and practice of leadership in formal organizations. The topic of leadership effectiveness is at the core of this class.(S)

Prerequisites: Upper Division Eligibility and MNGT 3051 with a "C" or better.

### **MNGT 4605. Organizational Effectiveness. 3-0-3 Units.**

Investigates formal organizations as social instruments and the means by which such organizations can become more effective. Topics include organization structure, the effects of structure, organizational growth, and the effects of environment and technology on organizational processes.(F, S)

Prerequisites: Upper Division Eligibility and MNGT 3051 with a "C" or better.

### **MNGT 4609. Character, Ethics & Leadership. 3-0-3 Units.**

Designed to integrate theories of leadership presented in MNGT 3051 with the insights of ethical philosophy. This class draws upon research showing that the best predictor of follower behavior's is leader behavior. Various schools of ethical thought are reviewed, but the focus is on the leader's position as a role model, whose behavior will affect that of organizational participants.(As Needed)

Prerequisites: Upper Division Eligibility and MNGT 3051 with a "C" or better.

### **MNGT 4610. Managing a Diverse Workforce. 3-0-3 Units.**

This course examines issues confronting managers of a diverse workforce and issues related to managing and being a member of an increasingly diverse workforce. Diversity-related issues with management implications to be discussed include social identity, socialization, gender, ethnic diversity, disability, and sexual orientation. Practices which can help organizations to accommodate and benefit from diversity will also be examined.(F)

Prerequisites: Upper Division Eligibility and MNGT 3051 with a "C" or better.

### **MNGT 4612. Managing Effective Teams. 3-0-3 Units.**

This course provides a structured approach to better understand how teamwork contributes to organizations, the conditions that make interactions between people and groups highly effective, particularly in a global and cross cultural environment, and how to best put this effectiveness to work. Team-related issues from both theory and practice to be discussed include how to avoid limiting pitfalls of teams, how to create a collaborative climate for team performance, the development of team members, and how to motivate team members.(S)

Prerequisites: Upper Division Eligibility, MNGT 3051 with a "C" or better and BUSA 3351 or concurrent.

**MNGT 4700. Independent Study Management. 0-0-3 Units.**

Supervised, in-depth individual research and study of one or more current topics in Management in conjunction with an associated major project.

Student will be required to prepare a formal report and presentation of the topic research and project.(F, S, M)

Prerequisites: Upper Division Eligibility and MNGT 3051 with a "C" or better.

**MNGT 4701. Strategic Management. 3-0-3 Units.**

Represents the capstone course in business. Presents theory and practice of strategic decision making within organizations in a case method format. Topics include environmental analysis, organizational direction, strategy formulation and implementation, strategic control, strategic management theory, research and concepts, environmental influences on business, and secondary research methodology. Students will be required to prepare and deliver an oral team analysis of a publicly-traded company, its industry, and its strategy. Must be taken at DSC in the student's final semester.(F,S)

Prerequisites: Upper Division Eligibility, MNGT 3051, MARK 3010, FINC 3056, LSCM 3251, BUSA 3701, all with a "C" or better.

**MNGT 4800. Special Topics in Management. 3-0-3 Units.**

Examines current, relevant topics in the field of management. Each special topics course will cover a new current topic.(F, S, M)

Prerequisites: Upper Division Eligibility and MNGT 3051 with a "C" or better.

**MNGT 4900. Management Internship. 0-0-3-12 Units.**

Provides students with on-site work experience in Management through a coordinated academic internship with a pre-approved employer. A portfolio chronicling the work experience, a project relating relevant academic literature to the Management Systems internship experience, and a final presentation encompassing the entire internship experience are required to receive academic credit.(F,S,M)

Prerequisites: Upper Division Eligibility, MNGT 3051 (Grade of "B or Better), plus an additional 3 credit hours of upper division MNGT or LSCM, and 3 credit hours of any upper division business course, all with a "C" or better.