

MANAGEMENT (MGMT)

MGMT 3128 Internship in Management

Credit: 1 (0-0-1)

An off-campus learning experience allowing the acquisition and application of management skills in an actual work setting. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325, and instructor approval.

Restrictions:

Repeat Status: Course may be repeated 1 time(s).

MGMT 3160 Teamwork

Credit: 1 (1-0-0)

This is a course develops practical interpersonal skills for implementing effective strategies for group situations in the workplace. It involves experiential learning to promote active discovery of team building principles. This course meets the College of Business Experiential Learning requirement. TSI Restriction(s): Reading, Math, and Writing

Restrictions: Graduate level students may not enroll.

MGMT 3228 Internship in Management

Credits: 2 (0-0-2)

An off-campus learning experience allowing the acquisition and application of management skills in an actual work setting. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325, and instructor approval.

Restrictions:

Repeat Status: Course may be repeated 1 time(s).

MGMT 3311 Principles of Management

Credits: 3 (3-0-0)

Introduction to the management of business organizations. The functions of management and role of the manager. Managerial decision-making, communication, social responsibility and business ethics. How organizational power and politics affect the manager. TSI Restriction(s): , Math

Prerequisites: ENGL 1301 and ENGL 1302.

Restrictions: Graduate level students may not enroll.

MGMT 3320 Supply Chain & Operations Mgmt

Credits: 3 (3-0-0)

A survey of lean, quality, supply chain, and other operations management guiding concepts and quantitative tools utilized to plan, design, control physical resources/business information to produce/provide goods / services from raw material supplier to end customer. TSI Restriction(s): Math

Prerequisites: Completion of the College of Business prerequisites, QMBS 2305 Business Statistics I completion is required.

Restrictions: Graduate level students may not enroll.

MGMT 3323 Employment Law

Credits: 3 (3-0-0)

This course examines the set of legal requirements that govern the U.S. workplace. Students will study the substance of employment and labor law and its implications for human resource practice as applied in the employment life cycle. Areas of study include, but are not limited to, legal issues affecting the employment process, employee development, compensation and benefits, performance management, and occupational health and safety. The course will also examine the legal framework that govern the relationship with unions and management/labor engagement in collective bargaining. TSI Restriction(s): , Math

Prerequisites: MGMT 3325, Completion of the College of Business prerequisites.

Restrictions: Graduate level students may not enroll.

MGMT 3325 Human Resources Mgmt and Proc

Credits: 3 (3-0-0)

This course surveys human resources planning, employment, appraisal, training, compensation, and applicable federal and state laws. Students will experience a clear understanding of key human resource management topics and concepts; they will have an opportunity to demonstrate their understanding of human resource management concepts and develop skills critical to the performance of human resource management activities. Cognitive elements emphasized include knowledge, comprehension, application, and analysis. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites.

Restrictions: Graduate level students may not enroll.

MGMT 3328 Internship in Management

Credits: 3 (0-0-3)

An on-campus or off-campus learning experience allowing the acquisition and application of management skills in an actual work setting. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325, and instructor approval.

Restrictions: Graduate level students may not enroll.

Repeat Status: Course may be repeated 1 time(s).

MGMT 3360 Teamwork

Credits: 3 (3-0-0)

This course is designed to prepare students to successfully collaborate with their peers in completing required course projects throughout their degree plan. Students will acquire the vital skills in maximizing individual contribution, understanding team roles, overcoming conflict, negotiating solutions, evaluating outcomes, and thinking creatively. Students will be introduced and guided through the team building stages of forming, storming, norming, and performing. The result will be a productive team experience that yields high-performance results that can be replicated in team settings in both academic and workplace settings

Restrictions: Graduate level students may not enroll.

MGMT 3370 Principles of Entrepreneurship**Credits:** 3 (3-0-0)

This course will introduce students to the concept of entrepreneurship. Among the major topics in this class, we will discuss what is needed to start a business including local, state and federal regulatory requirements that every entrepreneur needs to know in order to open a business. This class will also include topics regarding capital acquisition, and legal structures of a small business. Other topics include various managerial activities, decision-making and strategy making, corporate social responsibility, ethics, diversity, and human resource management. TSI Restriction(s): Math

Prerequisites: Completion of the College of Business prerequisites.**Restrictions:** Graduate level students may not enroll.**MGMT 3371 Entrp: Small Business Management****Credits:** 3 (3-0-0)

This course will introduce students to the concept of organizational management and the unique challenges of managing the small or startup business. Among the major topics in this class, we will discuss the process of management, the various managerial activities, strategy and decision-making human behavior and motivation theories, ethics, globalization, diversity, teams, crisis management, human resource management, managing growth and expansion, the unique management challenges of family businesses, and succession issues and planning. TSI Restriction(s): Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3370.**Restrictions:** Graduate level students may not enroll.**MGMT 4301 Diversity Management****Credits:** 3 (3-0-0)

This course reflects contemporary issues impacting the workplace including building inclusive cultures, mitigating implicit bias in managerial decision making, etc. Students will examine moral issues and changes in business laws with potential benefits and challenges to organizations. The course will explore opportunities to alleviate the impact of persistent discrimination, by identifying discriminatory practices, organizational processes, and inhospitable diversity climates. Students will investigate diversity and inclusive initiatives that promote value for all organizational stakeholders.

Prerequisites: ENGL 1301 and ENGL 1302.**Restrictions:** Graduate level students may not enroll.**MGMT 4311 Project Management****Credits:** 3 (3-0-0)

This course examines the concepts, principles, and applications of project management in the business environment, including the study of project management procedures, project management tools, organizational structure, management of project team members, and the planning, organizing, and control activities necessary for a good project. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3311.**Restrictions:** Graduate level students may not enroll.**MGMT 4312 Risk Management****Credits:** 3 (3-0-0)

This course is an overview of the basic components of risk as they pertain to technical projects. Topics include risk identification, risk impact analysis, risk response planning, mitigating risk, and risk management techniques. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 4311.**Restrictions:** Graduate level students may not enroll.**MGMT 4314 Global Logistics Management****Credits:** 3 (3-0-0)

A total systems approach to managing the logistical activities of the firm in a globalized environment. Analysis of total cost balanced against customer service. Warehousing, transportation, inventory control, packaging, handling and order processing activities are surveyed. TSI Restriction(s): , Math

Prerequisites: Completion of College of Business prerequisites, MGMT 3320.**Restrictions:** Graduate level students may not enroll.**MGMT 4323 Total Quality & Lean Mgmt****Credits:** 3 (3-0-0)

The design, evaluation, employment, and integration of total quality and lean management principles and practices within a supply chain environment. Includes customer focus, statistical process control, design for quality, waste reduction, continuous improvement, standardized work, workplace organization, set-up time reduction, lot size reduction, preventive maintenance, management and workforce practices, and pull production systems are emphasized. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3311.**Restrictions:** Enrollment limited to students with a semester level of Senior. Graduate level students may not enroll.**MGMT 4326 Lbr Rltns & Collective Bargain****Credits:** 3 (3-0-0)

This course offers students a survey of the historical, legal and social framework for and the process of negotiating a labor contract and handling typical grievance issues. Students will examine key elements to the organizing process, contract negotiations, and contract administration. Cognitive elements emphasized include knowledge, comprehension, application, and analysis. Students will have the opportunity to develop skills important to the performance of managing labor relations activities. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3311.**Restrictions:** Graduate level students may not enroll.

MGMT 4327 Org Theory and Human Behavior**Credits:** 3 (3-0-0)

Various organizational structure models and supporting theory, organizations as complex systems, organizational behavior, individual and group dynamics in the business environment, organization development and change. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3311.

Restrictions: Graduate level students may not enroll.

MGMT 4330 Global Purchasing/Supply Mgmt**Credits:** 3 (3-0-0)

Study of the procurement of goods and services resulting from internal needs assessment, and the application of principles of negotiation, purchasing processes, pricing, vendor relationship concepts, contract management, receiving, inventory and materials management, and production control, in a supply chain environment with domestic and international suppliers. Sustainability and globalization topics are integrated. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3320.

Restrictions: Graduate level students may not enroll.

MGMT 4331 Global Management**Credits:** 3 (3-0-0)

Management of the globally competitive firm; topics considered include leadership, organizational structure, cultural differences and similarities and competitive analysis. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3311.

Restrictions: Graduate level students may not enroll.

MGMT 4333 Supply Chain Integration**Credits:** 3 (3-0-0)

Supply chain management is the successful cross-functional integration of key business processes from the original suppliers of products, services, and information through the firm to its customers and stakeholders with an emphasis on value-added benefits. Content areas included management of demand determination and purchasing, resources and materials, quality, lean, logistics and distribution, and systems integration processes. This course incorporates information technology exercises to integrate supply chain management processes. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3320.

Restrictions: Graduate level students may not enroll.

MGMT 4334 Currnt Topic-Supply Chain Mgmt**Credits:** 3 (3-0-0)

This course will go more in-depth in special topics in Supply Chain Management. Topics covered in this class will include: globalization of supply chains, trade policy in supply chains, supply chain sustainability, supplier development in emerging economies, supply chain origin of raw materials, and other topics as they emerge. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3320.

Restrictions: Graduate level students may not enroll.

Repeat Status: Course may be repeated 3 time(s).

MGMT 4341 Compensation & Benefits**Credits:** 3 (3-0-0)

This course identifies the key elements for developing a firm's strategic compensation program necessary to attract and retain a valued workforce. Students will study the bases for pay and benefit plans, and the design of compensation systems and benefit programs key to serving the internal workforce and compete in the external marketplace. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325.

Restrictions: Graduate level students may not enroll.

MGMT 4342 Training & Development**Credits:** 3 (3-0-0)

This course integrates training theory and application for the high performing organization. Students examine training systems, strategies and practices critical in driving high performing organizations. The training process is mapped and discussed within the overarching framework of designing and planning training activities to meet organizational needs that are both strategic and tactical. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325.

Restrictions: Graduate level students may not enroll.

MGMT 4343 Performance Management**Credits:** 3 (3-0-0)

This course emphasizes measuring and managing performance for the high performing enterprise. The key competitive advantage in today's globalized world lies, not in technology and products, but in its people and their collective performance. Students will learn the process for operational excellence by examining the design and implementation of a results-driven work structure. The course discusses the importance of efficient workflow, control of operational standards, alignment with key performance metrics, rewarding results, and engaging workforce behavior to achieve high-performance. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325.

Restrictions: Graduate level students may not enroll.

MGMT 4344 Organizational Leadership**Credits:** 3 (3-0-0)

This foundational course will help students develop an understanding of leadership theory while acquiring the necessary skills and insights to become effective leaders. The course blends theory and application, and integrates contemporary ideas and practices with established scholarly research. Students will examine the roles of self-leadership, and the binding relationships between leader and followers. The course considers how power, courage, vision, and morality influence leadership. TSI Restriction(s): , Math

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325.

Restrictions: Graduate level students may not enroll.

MGMT 4345 Inter Human Resources Mgmt**Credits:** 3 (3-0-0)

This course captures the compelling realities facing HRM professionals practicing in multinational enterprises today. Students will learn the international business context in which IHRM operates by investigating topic areas as new strategic forms as they impact HRM capabilities and processes, effectiveness in repatriation, transportation practices and strategic uses of global careers, ROI of expatriate assignments, the complexities of standardizing and customizing HRM practices and activities across local environments. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325.

Restrictions: Graduate level students may not enroll.

MGMT 4346 Seminar in Human Resources**Credits:** 3 (3-0-0)

Advanced course permitting students to engage in independent reading and research on contemporary issues in Human Resources. Course offers students an opportunity to research recent developments to examine underlying forces contributing to the current dialogue, legislative debate, and legal precedence in developing policy affecting the workplace. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325.

Restrictions: Graduate level students may not enroll.

MGMT 4347 HRIS & Data Analytics**Credits:** 3 (3-0-0)

Among the most significant changes in the field of human resources management in the past decade has been the growing use of information technology. This course surveys the integration of Human Resource Management and Information Systems technology. The course reviews the evolution of Human Resource Information Systems (HRIS), examines the HRM role in information technology management, and explores basic HR data analytics. Students will assess information system's needs, identify HRIS applications, and plan for system implementation. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325.

Restrictions: Graduate level students may not enroll.

MGMT 4348 Talent Management**Credits:** 3 (3-0-0)

This course prepares students to take a strategic and modern approach to the identification, attraction, selection, deployment, and retention of talent. The course demonstrates how organizations can develop a staffing strategy, leverages staffing technology, and evaluates and improves staffing systems. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, MGMT 3325.

Restrictions: Graduate level students may not enroll.

MGMT 4360 Leadership in Non Profit Orgs**Credits:** 3 (3-0-0)

A comprehensive study of leadership in nonprofit organizations including the theories and concepts used in managing organizations, board governance, and leading personnel and change in nonprofit organizations. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, MGMT 3311.

Restrictions: Graduate level students may not enroll.

MGMT 4361 Negotiation in Bus Environment**Credits:** 3 (3-0-0)

Students will learn the role and process of dispute resolution in group decision making. Students will gain practical experience through the use of simulations, cases, and discussions. Topics include group decision making, negotiations in a business environment, and various methods of conflict resolution. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, MGMT 3311.

Restrictions: Graduate level students may not enroll.

MGMT 4370 Decision Making and Bus Policy**Credits:** 3 (3-0-0)

To provide a capstone course for the graduating senior majoring in business that will allow him or her to practically apply the concepts and theories learned in the undergraduate program. The student will do this through integrating those principles with the ones that serve as the theoretical framework for the field of strategic management. The end result of this process will be a student who is able to analyze complex business problems and to effectively make decisions that affect the entire organization. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completed in the final semester of the BBA program, Completion of the College of Business prerequisites.

Restrictions: Enrollment limited to students with a semester level of Senior. Graduate level students may not enroll. Enrollment limited to students in a Bachelor of Business Admin degree.

MGMT 4371 Entrp: The Business Plan**Credits:** 3 (3-0-0)

This course will provide students with an opportunity to apply business knowledge to develop a start-up business plan. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Senior standing, MGMT 3370, and completion of the College of Business prerequisites.

Restrictions: Enrollment limited to students with a semester level of Senior.

MGMT 4372 Entrp: Creativity & Innovation**Credits:** 3 (3-0-0)

The course will focus on the importance of creativity and innovation in business organizations. Topics include methods to generate creative ideas, applying innovation process(es) models to turn ideas into commercially viable products/services, legal and financial issues to address means to help assure business success. Course objectives are met through classroom discussion and applied exercises. Prerequisite(s) MGMT 3311 or MGMT 3370, Completion of the College of Business prerequisites or departmental approval. TSI Restriction(s): Reading, Math, and Writing

Restrictions: Graduate level students may not enroll.**MGMT 4373 Entrp: Experiential Start-Up****Credits:** 3 (3-0-0)

These learning experiences will include formal participation in an organized (TAMUSA or other) partnership in an academic area associated with Entrepreneurship and Innovation. Students will have the opportunity to interact in the local or global business community on a variety of levels. Students will complete all course requirements specified by both the TAMUSA and partner organization syllabi, such as pre-travel or pre-event background activities, pre-event orientation meeting(s) and completed research project(s). This course meets the College of Business Experiential Learning requirement. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, Department permission/approval required, MGMT 3370 or MGMT 4331.

Restrictions: Graduate level students may not enroll.**MGMT 4374 Great Books in Entrepreneurshi****Credits:** 3 (3-0-0)

This course will go more in-depth in special topics in Entrepreneurship. Topics covered in this class will include: the art of the pivot, paradigm shifts, the entrepreneurial mindset, capital acquisition, leadership development, legal structures of a small business, negotiation skills, accessing Governmental Resources for entrepreneurial and small business success, Government Contracting Issues, "Family Business" issues, Human Capital and Human Resource Issues for new and small businesses, and Partnership Issues in Business.

Prerequisites: MGMT 3311.**Restrictions:** Graduate level students may not enroll.**MGMT 4379 Entrp: Spcl Topics Entrpnrshp****Credits:** 3 (3-0-0)

This course will go more in-depth in special topics in Entrepreneurship. Topics covered in this class will include: capital acquisition, legal structures of a small business, negotiation skills, accessing Governmental Resources for entrepreneurial and small business success, Government Contracting Issues, "Family Business" issues, Human Capital and Human Resource Issues for new and small businesses, and Partnership Issues in Business. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites.**Restrictions:****MGMT 4381 Optimization Mthd-Bus Analytc****Credits:** 3 (3-0-0)

Analysis of management science approach to business decisions. Learn how to use optimization methodologies and modeling approaches to look for the best and most effective solution (or solutions if there are more than one). Emphasis on problem formulation, solution generation, and sensitivity analysis. Various specific tools and techniques will be covered in this class. The assumption is that your algebra skill level already corresponds to that of a typical college algebra course. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites, MGMT 3320, QMBS 3360 (or BUAD 3360).

Restrictions: Graduate level students may not enroll.**MGMT 4392 Spec Problems in Management****Credits:** 3 (3-0-0)

Special studies in management. May be repeated once for credit. TSI Restriction(s): Reading, Math, and Writing

Prerequisites: Completion of the College of Business prerequisites.**Restrictions:** Graduate level students may not enroll.**Repeat Status:** Course may be repeated 1 time(s).