

Management (MGMT)

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Management Department Website (<https://walton.uark.edu/departments/management/>)

Management is the force responsible for directing organizations toward goals or objectives. Therefore, the management curriculum focuses on the nature and capabilities of human and other resources, as well as how the manager plans, organizes, staffs, coordinates, and evaluates those resources in an organization and its environment. The study of management prepares men and women for positions of leadership in profit and nonprofit organizations of all sizes. Management majors gain insight and skill needed for careers as professional managers throughout organizations. These skills include technical knowledge, communicative capacity, human understanding, and conceptual and problem-solving ability.

Two majors are offered in the management department.

- Human Resource Management
- Organizational Leadership

The Sam M. Walton College of Business also offers a general business (<http://catalog.uark.edu/undergraduatecatalog/collegesandschools/sammwaltoncollegeofbusiness/generalbusinessgbsu/>) major.

Requirements for B.S.B.A. in Human Resource Management

All Human Resource Management majors must complete the following 6 hours of coursework: MGMT 49403 and MGMT 49503. Students must also take at least 6 hours from the following courses: MGMT 36503, MGMT 49803, and MGMT 49603. An additional 12 hours of credit are required from specified management and non-management courses in order to complete the requirements for the major.

Human Resource Management Major Requirements: The major in Human Resource Management requires 24 hours of major and collateral courses in the discipline as well as satisfying the other requirements for the B.S.B.A. degree. A maximum of 27 hours is allowed in a management major or discipline field of study (i.e., core, major, electives) unless the extra courses are part of an interdisciplinary minor or collateral track. See an adviser for selection of courses.

Major Course Requirements	6
MGMT 49403 Talent Acquisition and Management	
MGMT 49503 Organizational Rewards and Compensation	
Select at least two of the following:	6
	or
	9
MGMT 36503 Creating and Leading a Diverse Workforce	
MGMT 49603 People Analytics	
MGMT 49803 Talent Development	
Select three or four of the following:	9
	or
	12

MGMT 35303	Alternative Dispute Resolution
MGMT 41003	Special Topics in Management
MGMT 42403	Ethics and Corporate Responsibility
MGMT 42503	Leadership
MGMT 42603	Organizational Change and Development
MGMT 46303	Faith, Spirituality, and the Workplace
MGMT 42703	Leading Groups and Teams
SEVI 32303	Corporate Innovation
SEVI 36703	Social Entrepreneurship
SEVI 39303	Entrepreneurship and New Venture Development
SEVI 44303	Small Enterprise Management
SEVI 45803	International Management
SEVI 49903	Entrepreneurship Practicum
ECON 35303	Labor Economics
ECON 43303	Economics of Organizations
HIST 49403	U.S. Labor History, from 1877-present
PSYC 30103	Social Psychology
PSYC 30603	Psychology of Diversity
Total Hours	24

Human Resources Management B.S.B.A. Eight-Semester Degree Program

Students wishing to follow the eight-semester degree plan should see the Eight-Semester Degree Policy (<http://catalog.uark.edu/undergraduatecatalog/academicregulations/eightsemesterdegreecompletionpolicy/>) for university requirements of the program.

Courses in BOLD must be taken in the designated semester. Courses in ITALIC may be taken in varied sequences as long as other designated requirements for these courses are met. Although other courses listed are not required to be completed in the designated sequence, the recommendations below are preferred.

First Year	Units	
	Fall	Spring
ENGL 10103 Composition I (ACTS Equivalency = ENGL 1013) (Satisfies General Education Outcome 1.1)	3	
MATH 20503 Finite Mathematics (Satisfies General Education Outcome 2.1)¹	3	
SPCH 10003 Public Speaking (ACTS Equivalency = SPCH 1003) (Satisfies General Education Outcomes 1.2 and 5.1)	3	
BUSI 11101 Freshman Business Connection	1	
BLAW 20003 The Legal Environment of Business (ACTS Equivalency = BLAW 2003)²	3	
ISYS 11203 Business Application Knowledge - Computer Competency	3	
ENGL 10203 Composition II (ACTS Equivalency = ENGL 1023) (Satisfies General Education Outcome 1.1)		3
ACCT 20103 Accounting Principles		3
BUSI 10303 Data Analysis and Interpretation		3

ECON 22003 Principles of Microeconomics (ACTS Equivalency = ECON 2203) (Satisfies General Education Outcome 3.3)	3	
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)	4	
Year Total:	16	16

Second Year	Units	
	Fall	Spring
SEVI 20503 Business Foundations	3	
ISYS 21003 Business Information Systems²	3	
MATH 22003 Survey of Calculus (ACTS Equivalency = MATH 2203) ³	3	
Social Sciences – State Minimum Core (Satisfies General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement) ⁴	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) ^{5, 6}	3	
SCMT 21003 Integrated Supply Chain Management²	3	
MGMT 21003 Managing People and Organizations²	3	
ECON 21003 Principles of Macroeconomics (ACTS Equivalency = ECON 2103) (Satisfies General Education Outcome 3.3) ³	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) ^{5, 6}	3	
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)	4	
ALL pre-business requirements should be met by end of term		
Year Total:	15	16

Third Year	Units	
	Fall	Spring
FINN 20403 Principles of Finance²	3	
MKTG 34303 Introduction to Marketing²	3	
MGMT 49403 Talent Acquisition and Management	3	
Junior Senior Business Elective	3	
MGMT or Collateral Elective	3	
SEVI 30103 Strategic Management (Satisfies General Education Outcome 6.1)	3	
MGMT 49503 Organizational Rewards and Compensation	3	
MGMT or Collateral Electives	3	
Junior Senior Business Elective	3	
U.S. History or Government - State Minimum Core (Satisfies General Education Outcome 4.2)	3	
Year Total:	15	15

Fourth Year	Units	
	Fall	Spring
MGMT Electives	6	
MGMT or Collateral Electives	3	
Junior Senior Business Elective	3	
General Education Electives	3	
MGMT or Collateral Elective		3
Junior Senior Business Electives		3
General Education Electives		6
Year Total:	15	12

Total Units in Sequence: 120

¹ Students have demonstrated successful completion of the learning indicators identified for learning outcome 2.1, by meeting the prerequisites for MATH 20503.

² Must be completed prior to SEVI 30103.

³ Must be completed prior to taking any 3000 or 4000 level business courses.

⁴ The Social Sciences Elective courses which satisfy the General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement include:
ANTH 10203, HIST 11193, HIST 11293, SOCI 10103, SOCI 101H3, or SOCI 20103.

⁵ The Fine Arts Elective courses which satisfy the General Education Outcome 3.1 include:
ARCH 10003, ARHS 10003, COMM 10003, DANC 10003, ENGL 20103, LARC 10003, MUSC 10003, MUSC 100H3, MUSC 10103, MUSC 101H3, MUSC 13303, THTR 10003, THTR 10103, or THTR 101H3.

⁶ The Humanities Elective courses which satisfy the General Education Outcome 3.2 include:
AAST 20203, ANTH 10303, ARCH 10103, CLST 10003, CLST 100H3, CLST 10103, COMM 12303, DANC 10003, ENGL 12103, ENGL 20103, GNST 20003, GNST 200H3, HIST 11193, HIST 111H3, HIST 11293, HIST 112H3, HIST 20003, HIST 20103, HUMN 211H4, HUMN 22103, LALS 20103, MRST 20103, MUSY 20003, MUSY 200H3, PHIL 20003, PHIL 200H3, PHIL 21003, PHIL 23003, THTR 10003, THTR 10103, THTR 101H3, ENGL 11103, ENGL 11203, or intermediate-level world language (usually 2003-level).

Management Major with Organizational Leadership Concentration

The Organizational Leadership Concentration prepares new students for leadership positions within organizations. Among the topics explored are employee motivation, how to manage power and influence within organizations, developing effective teams, managing diversity, organizational transformation and change, and globalization.

All management majors must complete MGMT 4243 Ethics and Corporate Responsibility. An additional 21 hours of credit are required for students majoring in management. Six of these credit hours are specified in the concentration. Beyond this, students can choose from specified management and non-management courses in order to complete the requirements for the major.

Management Major Requirements

The major in management requires 24 hours of major and collateral courses in the discipline as well as satisfying the other requirements for the B.S.B.A. degree. A maximum of 27 hours is allowed in a management major or discipline field of study (i.e., core, major, electives) unless the extra courses are part of an interdisciplinary minor or collateral track. See an adviser for selection of courses.

Courses Required

MGMT 4243	3
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Concentration Hours	21
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Maximum of 27 hours of MGMT courses in department (core, major, elective). More than 27 hours allowed if the extra courses are part of interdisciplinary minor or collateral track.

Junior/Senior Level Business Electives	12
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Total Hours	36
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Organizational Leadership Concentration

MGMT 4253	3
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MGMT 4263	3
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Select two of the following:	6
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MGMT 3533	
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SEVI 3933	
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MGMT 4103	
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SEVI 4433	
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SEVI 4583	
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MGMT 4943	
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MGMT 4953	
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SEVI 4993	
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Select three of the following:	9
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ECON 3533	
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ECON 4333	
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ECON 4643	
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FINN 3603	
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FINN 3703	
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ISYS 2263	
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MKTG 4853	
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MKTG 3633	
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SCMT 3613	
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SCMT 3643	
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SCMT 3653	
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Total Hours	21
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Management B.S.B.A., Organizational Leadership Concentration Eight-Semester Degree Program

Students wishing to follow the eight-semester degree plan for Information Systems should see the Eight-Semester Degree Policy (<http://catalog.uark.edu/undergraduatecatalog/academicregulations/eightsemesterdegreecompletionpolicy/>) in the Academic Regulations chapter for university requirements of the program.

Courses in **BOLD** must be taken in the designated semester. Although other courses listed are not required to be completed in the designated sequence, the recommendations below are preferred.

First Year	Units	
	Fall	Spring
ENGL 1013 (Satisfies General Education Outcome 1.1) ³	3	
MATH 2053 (Satisfies General Education Outcome 2.1)^{1, 3}	3	
BUSI 1111³	1	
SCMT 2103²	3	
MGMT 2103²	3	
ISYS 1123³	3	
BLAW 2013²		3
COMM 1313 (Satisfies General Education Outcomes 1.2 and 5.1)³		3
ACCT 2013³		3
BUSI 1033³		3
Satisfies General Education Outcome 3.3:		
ECON 2023 ³		3
or ECON 2013		
Year Total:	16	15

Second Year	Units	
	Fall	Spring
ACCT 2023 ³	3	
or SEVI 2053		
Select one of the following:	3	
ISYS 2103 ²		
FINN 2043 ²		
MKTG 3433 ²		
Satisfies General Education Outcome 3.3:		
ECON 2013 ³	3	
or ECON 2023		
ENGL 1023 (Satisfies General Education Outcome 1.1) ³	3	
Fine Arts/Humanities State Minimum Core (Satisfies General Education Outcomes 3.1 or 3.2) ^{5,6}	3	
Social Sciences - State Minimum Core (Satisfies General Education Outcomes 3.3 and 4.1 as well as the Social Issues, Multicultural Environment, and Demographic Diversity requirement) ⁴		3
MATH 2043³		3
3 hours general education elective		3
Select one of the following:		3
ISYS 2103 ²		
FINN 2043 ²		
MKTG 3433 ²		
Science – State Minimum Core (Satisfies General Education Outcome 3.4)		4
ALL pre-business requirements should be met by end of term		
Year Total:	15	16

Third Year	Units	
	Fall	Spring
Select one of the following: ISYS 2103 ² FINN 2043 ² MKTG 3433 ²	3	
Fine Arts/Humanities - State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) ^{5,6}	3	
MGMT 4243	3	
MGMT 4253	3	
Junior Senior Business Elective	3	
SEVI 3013 (Satisfies General Education Outcome 6.1)		3
MGMT 4263		3
MGMT or Collateral Electives		3
Junior Senior Business Elective		3
U.S. History or Government - State Minimum Core (Satisfies General Education Outcome 4.2)		3
Year Total:	15	15
Fourth Year	Units	
	Fall	Spring
MGMT Electives	6	
MGMT or Collateral Electives	3	
Junior Senior Business Elective	3	
General Education Electives	3	
MGMT or Collateral Elective		3
Junior Senior Business Electives		3
General Education Electives		3
Science - State Minimum Core (Satisfies General Education Outcome 3.4)		4
Year Total:	15	13
Total Units in Sequence:	120	

¹ Students have demonstrated successful completion of the learning indicators identified for learning outcome 2.1, by meeting the prerequisites for MATH 2053.

² Must be completed prior to SEVI 3013.

³ Must be completed prior to taking any 3000 or 4000 level business courses.

⁴ The Social Sciences Elective courses which satisfy General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement include: ANTH 1023, HIST 1113, HIST 1123, SOCI 2013, SOCI 2013H, or SOCI 2033.

⁵ The Fine Arts Elective courses which satisfy the General Education Outcome 3.1 include: ARCH 1003, ARHS 1003, COMM 1003, DANC 1003, LARC 1003, MLIT 1003, MLIT 1003H, MLIT 1013, MLIT 1013H, MLIT 1333, THTR 1003, THTR 1013, or THTR 1013H.

⁶ The Humanities Elective courses which satisfy the General Education Outcome 3.2 include: AAST 2023, ANTH 1033, ARCH 1013, CLST 1003, CLST 1003H, CLST 1013, COMM 1233, DANC 1003, ENGL 1213, GNST 2003,

HIST 1113, HIST 1113H, HIST 1123, HIST 1123H, HIST 2003, HIST 2013, HUMN 1124H, HUMN 2213, LALS 2013, MRST 2013, MUSY 2003, MUSY 2003H, PHIL 2003, PHIL 2003C, PHIL 2003H, PHIL 2103, PHIL 2103C, PHIL 2303, THTR 1003, THTR 1013, THTR 1013H, WLIT 1113, WLIT 1123, or intermediate-level world language (usually 2003-level).

Management Minor for Business Students

The Department of Management offers a minor for students desiring more knowledge of management to assist them in their careers. The minor requires completion of 15 hours of study with all of the upper level courses applied toward the minor in residence. The 15 hours include the following courses:

Select five of the following:	15
MGMT 35303 Alternative Dispute Resolution	
MGMT 36503 Creating and Leading a Diverse Workforce	
MGMT 41003 Special Topics in Management	
MGMT 42403 Ethics and Corporate Responsibility	
MGMT 42503 Leadership	
MGMT 42603 Organizational Change and Development	
MGMT 42703 Leading Groups and Teams	
MGMT 46303 Faith, Spirituality, and the Workplace	
MGMT 49403 Talent Acquisition and Management	
MGMT 49503 Organizational Rewards and Compensation	
MGMT 49603 People Analytics	
MGMT 49803 Talent Development	

Total Hours 15

Students who desire to earn a Management minor must notify the Walton College Undergraduate Programs Office of intent to pursue the minor. All requirements for the minor must be completed prior to the awarding of a student's undergraduate degree. All specific course prerequisites must be met. Each student must have a 2.00 cumulative grade-point average in the courses offered for the minor. All upper level requirements must be taken in residence.

Diversity, Equity and Inclusion Management Undergraduate MicroCertificate

The Diversity, Equity and Inclusion Management Undergraduate MicroCertificate certifies that students have completed coursework that prepares them for the rapidly growing area of DEI within organizations. Students will explore what diversity, equity and inclusion means to organizations and how they can successfully manage these three elements. This includes managing the regulatory environment associated with DEI, along with exploring how DEI influences organizations and organizational outcomes.

Diversity, Equity and Inclusion Management Undergraduate

MicroCertificate Requirements: The DEI Management Undergraduate MicroCertificate requires nine credit hours that may also be used to fulfill the requirements for an undergraduate degree. The specific requirements are listed below. See an advisor for course selection.

Required Courses

MGMT 36503 Creating and Leading a Diverse Workforce	3
Select two of the following:	6
BUSI 30303 The African American Experience in Business	

MGMT 46303	Faith, Spirituality, and the Workplace	
SEVI 45803	International Management	
Total Hours		9

Microcertificate in Human Resources Management

The Human Resource Management Undergraduate MicroCertificate certifies that students have completed coursework that prepares them for the core HRM functions within organizations. Students will gain knowledge of the broad area of HRM and have the opportunity to explore a few core areas in greater depth. These include acquiring, managing and developing talent, organizational reward and compensation systems, analytics focused on people management and the intricacies of managing a diverse workforce.

Requirements for the Human Resource Management Undergraduate MicroCertificate: The Human Resource Management Undergraduate MicroCertificate requires nine credit hours that may also be used to fulfill the requirements for an undergraduate degree. The specific requirements are listed below. See an advisor for course selection.

Required Courses		
MGMT 49403	Talent Acquisition and Management ¹	3
MGMT 49503	Organizational Rewards and Compensation ¹	3
Select one of the following:		3
MGMT 36503	Creating and Leading a Diverse Workforce	
MGMT 49603	People Analytics ¹	
MGMT 49803	Talent Development ²	
Total Hours		9

¹ Prerequisite: BUSI 10303

² Prerequisite: MGMT 21003 or MGMT 35603

Microcertificate in Organizational Leadership

The Organizational Leadership Undergraduate Microcertificate certifies that students have completed coursework that prepares them for leadership and management roles in organizations.

Requirements for the Organizational Leadership Undergraduate Microcertificate:

The Organizational Leadership Undergraduate Microcertificate requires nine credit hours that may also be used to fulfill the requirements for an undergraduate degree. Specific requirements are listed below. See an advisor for course selection.

Required Courses		
MGMT 42503	Leadership ¹	3
MGMT 42703	Leading Groups and Teams	3
Select one of the following:		3
MGMT 35603	Management Concepts and Organizational Behavior	
MGMT 42403	Ethics and Corporate Responsibility	
MGMT 49803	Talent Development ¹	
Total Hours		9

¹ Prerequisite: MGMT 21003 or MGMT 35603

Faculty

- Delery, John**, Ph.D. (Texas A&M University), M.S. (Memphis State University), B.S. (Tulane University of Louisiana), Professor, Raymond F. Orr Chair in Management, 1992, 2009.
- Lauder, John**, M.A. (University of Missouri), B.A. (Westminster College), Instructor, 2011.
- Lueke, Sarah B.**, Ph.D. (University of Akron), M.S. (Indiana University-Purdue University-Indianapolis), B.A. (University of Wisconsin-Madison), Teaching Assistant Professor, 2019.
- O'Leary-Kelly, Anne M.**, Ph.D. (Michigan State University), B.A. (University of Michigan), Professor, William R. and Cacia Howard Chair in Management, 1997, 2012.
- Pullen, Brian**, M.A. (University of Arkansas), B.S. (Arkansas Tech University), Instructor, 2005.
- Rosen, Chris**, Ph.D. (University of Akron), M.A. (Appalachian State University), B.A. (Washington and Lee University), Professor, 2006, 2015.
- Schaffer, Meline M.**, Ph.D., M.S. (Clemson University), Teaching Assistant Professor, 2019.
- Simon, Lauren**, Ph.D., B.S.B.A., B.S. (University of Florida), Associate Professor, 2016, 2018.
- Soignet, Denise Breaux**, Ph.D. (Florida State University), M.B.A., B.S. (Nicholls State University), Teaching Associate Professor, 2010.
- Sprandel, Heather**, Ed.D., M.Ed. (University of Arkansas), B.A. (DePaul University), Instructor, 2019.
- Stoverink, Adam**, Ph.D. (Texas A&M University), M.B.A. (St. Louis University), B.S.B.A. (University of Missouri), Associate Professor, 2017, 2021.
- Wilmot, Michael**, Ph.D. (University of Minnesota), M.S., B.A. (University of Nebraska), Assistant Professor, 2020.
- Zhang, Ying**, Ph.D. (University of Hong Kong), M.S. (Peking University), B.S. (Jilin University), Assistant Professor, 2021.

Courses

MGMT 21003. Managing People and Organizations. 3 Hours.

Study of the process of acquiring and managing Human Capital, focusing on the organizational behavior, legal, economic, and technical issues concerned with business decisions about acquiring, motivating, and retaining employees; emphasis given to the development, implementation, and assessment of policies and practices consistent with legal, social, human, and environmental dynamics. Prerequisite: Non-business students: (DASC 10003 or GNEG 11101) each with a grade of C or better. Pre- or corequisite: Walton College Students: BUSI 11101. (Typically offered: Fall, Spring and Summer)

MGMT 210H3. Honors Managing People and Organizations. 3 Hours.

Study of the process of acquiring and managing Human Capital, focusing on the organizational behavior, legal, economic, and technical issues concerned with business decisions about acquiring, motivating, and retaining employees; emphasis given to the development, implementation, and assessment of policies and practices consistent with legal, social, human, and environmental dynamics. Corequisite: Walton College students: MATH 20503 or MATH 24004 and honors standing. Prerequisite: Non-business students: BUSI 10303, ACCT 20103 and (ECON 21003 or ECON 22003), all with a grade of C or better and honors standing. (Typically offered: Fall, Spring and Summer)

MGMT 24203. Social Issues, Diversity and Ethics in a Global Business Environment. 3 Hours.

Ethics, diversity, and culture are significant issues organizations must address within their workforces as they strive for success in a global business environment. Organizations that understand these factors will be better positioned to attract and retain talent, ensure employee and firm success, and foster continued positive contributions to society. In this course, students will explore how organizations can embrace and address critical social issues directly and ethically. Students will leave the course with an enhanced understanding of the incredible diversity of employees in terms of personal characteristics, culture, and beliefs, and with an increased awareness of important tools for enhancing employee and organizational success in today's business climate. Prerequisite: BUSI 11101 with a grade of C or better will only apply to business majors; there are no prerequisites for non-business majors. (Typically offered: Fall and Spring)

MGMT 35303. Alternative Dispute Resolution. 3 Hours.

This immersion into the divergent forms of conflict/dispute resolution will expose students to the dynamics of one of the leading disciplines in the workplace and society as a whole. Students will be presented with a comprehensive analysis of divergent aspects of conflict resolution strategies such as negotiation, mediation, arbitration, neutral fact finding, settlement conferences, summary trials, conciliation and facilitation. Confrontational negotiating styles and illustrations will be contrasted with topical strategies such as mutual gains. Prerequisite: Junior standing. (Typically offered: Irregular)

MGMT 35603. Management Concepts and Organizational Behavior. 3 Hours.

Business students may not receive credit for this course. Course introduces students to fundamental concepts of management practice with particular emphasis on managing human behavior in organizations. Addresses the planning, organizing, directing, and controlling functions performed by managers as these functions relate to managing human resources. Provides survey of critical management concepts; enables students to develop analytical and problem solving skills through case studies and experimental exercises. Students may not receive credit for both MGMT 35603 and MGMT 21003. Walton College majors are not eligible to register for the course. No degree credit for Walton College majors. (Typically offered: Irregular)

MGMT 36503. Creating and Leading a Diverse Workforce. 3 Hours.

Study of the process of creating and leading a diverse workforce, focusing on the knowledge and skills necessary for creating a culture that embraces and makes diversity work; examines the many dimensions of diversity with emphasis on understanding the range of cultural behaviors and expectations, cultural communication, and building diverse work teams. Special attention will be given to developing talent management competencies, such as recruiting, coaching, mentoring, career development, and evaluating and measuring the effects of diversity initiatives. Prerequisite: Junior standing. (Typically offered: Irregular)

MGMT 41003. Special Topics in Management. 3 Hours.

Explores trends, concepts, and important developments in management as they impact on organizational performance. Topics are selected by the Management Department faculty for each semester the course is offered. (Typically offered: Irregular) May be repeated for degree credit.

MGMT 42403. Ethics and Corporate Responsibility. 3 Hours.

A comprehensive and critical examination of traditional and current ethical theories and approaches that guide business decision-making, ethical issues that affect business decisions, and ethics related to the various business disciplines. (Typically offered: Fall and Spring)

MGMT 42503. Leadership. 3 Hours.

This course offers a foundation for understanding and evaluating organizational leadership. It is designed to assist students in developing frameworks for understanding and enacting leadership. This course examines topics such as the nature and foundation of the leader-follower relationship, models that explain effective leadership, and the interface of leadership with gender, ethics, and culture. Prerequisite: MGMT 21003 or MGMT 35603. (Typically offered: Fall and Spring)

MGMT 42603. Organizational Change and Development. 3 Hours.

This course will develop diagnostic and intervention skills that can be applied to identifying and overcoming problems of morale and productivity in organizations. A variety of behavioral methods will be covered. Prerequisite: MGMT 21003 or MGMT 35603. (Typically offered: Fall and Spring)

MGMT 42703. Leading Groups and Teams. 3 Hours.

This course focuses on applying theory and principles of leadership, groups, and teams to develop the knowledge and skills necessary to effectively lead and work in teams. It is designed to help students develop confidence as team leaders by focusing on (1) improving team leadership skills related to factors such as communication, decision-making, and conflict management, and (2) self-reflection of their own personalities, skills, and experiences as important and relevant predictors of their effectiveness as team leaders. Pre- or Corequisite: MGMT 42503. (Typically offered: Fall and Spring)

MGMT 4500V. Independent Study. 1-3 Hour.

Permits students on individual basis to explore selected topics in management. (Typically offered: Irregular) May be repeated for up to 3 hours of degree credit.

MGMT 46303. Faith, Spirituality, and the Workplace. 3 Hours.

An in-depth and interactive survey of faith and spirituality in the workplace. Provides students with a foundational knowledge of various faith traditions and forms of spirituality, including non-theist perspectives. Highlights the interconnections between faith traditions. Encourages exploration and identification of personal value systems and their origins. Develops skills that enable meaningful interaction with individuals from diverse faith and spiritual backgrounds. Examines the growing body of academic research on faith and spirituality in the workplace. Studies the management challenges and opportunities inherent in developing faith-friendly workplaces. Examines the different ways modern organizations are approaching faith and spirituality in the workplace. Offers perspectives from, and provides the opportunity to engage with, multiple religious, spiritual, and business leaders. Prerequisite: Junior Standing. (Typically offered: Irregular)

MGMT 49403. Talent Acquisition and Management. 3 Hours.

In-depth study of theoretical, legal, methodological, and substantive issues related to selection, performance appraisal, and development of employees. Students participate in individual and group projects designed to provide theoretical and practical skills related to staffing. Prerequisite: BUSI 10303. (Typically offered: Fall and Spring)

MGMT 49503. Organizational Rewards and Compensation. 3 Hours.

Develops an understanding of reward systems theory and its application to the design of compensation systems. Provides theoretical and legal background and practical applications for the use of reward systems in attracting, motivating, and retaining employees. Prerequisite: BUSI 10303. (Typically offered: Fall and Spring)

MGMT 49603. People Analytics. 3 Hours.

There is a growing demand for data-based decision making in organizations, and Human Resources is no exception. In this course, students will gain an appreciation for the ways in which people data can be used to make more effective Human Resources decisions. Students will gain experience manipulating a data set, performing basic analyses, interpreting results, and make data-driven recommendations, while learning how people analytics fit into advancing larger organizational goals. Distilling and communicating results using visual media is also emphasized. Prerequisite: BUSI 10303. (Typically offered: Fall and Spring)

MGMT 49803. Talent Development. 3 Hours.

A comprehensive approach to developing talent demonstrates an organization's commitment to its employees and facilitates the organization's ability to meet strategic goals. This course focuses on applying the theories and principles of coaching, mentoring, training, and development to cultivate the knowledge and skills necessary to effectively develop talent. It is designed to provide an understanding of how coaching, mentoring, training, and development can be performed in a variety of situations and to demonstrate the relevance of these functions for effective leadership. Key relational and communication skills essential for talent development are emphasized. Prerequisite: MGMT 21003 or MGMT 35603. (Typically offered: Fall and Spring)