

## MGT Management

- MGT 111 Introduction to Business Organization (3-0)** 3 crs.  
Introduces the nature of business and the environment in which it operates. Forms of business ownership, introduction to operative and facilitating facets of business operation, management, marketing, accounting, statistics, business law, finance, investments, insurance and labor-management relations.
- MGT 150 Business Math (3-0)** 3 crs.  
Introduces arithmetic as a tool of business. Topics include fractions, decimals and percentages, computations of interest, bank discounts, depreciation, commissions, compound interest, payrolls and taxes and graph and chart design. Students must score satisfactorily on a mathematics placement test prior to registering for this course.  
**Prerequisite:** Placement options. [https://www.harpercollege.edu/registration/testing/pdf/Math\\_Placement\\_Grid.pdf](https://www.harpercollege.edu/registration/testing/pdf/Math_Placement_Grid.pdf)
- MGT 154 Entrepreneurship (3-0)** 3 crs.  
Investigates positives and negatives of entrepreneurship and the process of concept to new venture. Analyzes typical venture errors and focuses on strategic management. Evaluates business ownership and franchising, pricing strategies, financing, location selection and human capital management. Discovers personal leadership traits. Assesses the personal entrepreneurial mindset.
- MGT 165 Global Business (3-0)** 3 crs.  
Provides concepts, principles and practices of the international business environment. Includes the nature of international business; international organizations and monetary systems; comparative management techniques, and environmental business factors. Focuses on international organizational functioning to help the student gain a diversity of views.  
**Prerequisite:** MGT 111.
- MGT 170 Principles of Individual Financial Planning (3-0)** 3 crs.  
Introduces the student to the fundamentals of equity and fixed income investing. The course will also explore other investment management subjects such as mutual funds, international investing and retirement planning as well as tax-advantaged investments. Basic derivatives such as futures and options will also be discussed. (Credit will be given for either BFC 200 or MGT 170, but not both.)
- MGT 204 Training and Development (3-0)** 3 crs.  
Introduces the student to the principles of training practices with emphasis on the concerns of human learning: acquisition, retention and transfer of skills. Includes supervisory and management skills, designing performance goals, MBO (Management by Objectives), forming lesson plans, mechanics of training, experiential instruction, role playing, case studies and technologies available.
- MGT 205 Leadership (3-0)** 3 crs.  
Investigates leadership styles and the influences of leadership styles within organizations from start-ups to global corporations. Explores the empirical science and evidence of leadership styles, motivation, communication, conflict resolution, negotiations, creativity and innovation. Examines leadership styles as they relate to culture, diversity and globalization. Evaluates the performance of successful leaders.
- MGT 211 Internship in Small Business (1-15)** 3 crs.  
Provides cooperative work experience working in a small business. Credit is given for participation in a supervised work experience. The work must take place in a College-approved workstation.  
**Prerequisite:** MGT 154 and 3 credit hours in MGT or MKT course work, or consent of program coordinator.
- MGT 218 Introduction to Finance (3-0)** 3 crs.  
Methods of financing business enterprises and their relationships to personal and company investment policies.  
**Prerequisite:** ACC 101 and MGT 111.
- MGT 254 Applied Entrepreneurship (3-0)** 3 crs.  
Investigates the importance of promoting and managing innovation and creativity in start-ups and existing firms. Explores successful frameworks, strategies, risks, profit-making and barriers when introducing break-through products and services. Masters the techniques for improving creativity, intellectual flexibility and leadership approaches used by managers and organizations to create and sustain innovation. Evaluates innovations and ideas for profit-making possibilities.
- MGT 255 Entrepreneurial Financing (3-0)** 3 crs.  
Investigates a variety of available resources for new venture and growth funding. Examines opportunities for capital including options of debt, equity, crowdsourcing, angel investors, friends, family plans, and grants. Designs the start-up pitch for funding. Creates the financial statements for a business canvas or plan.
- MGT 265 Human Resources Management (3-0)** 3 crs.  
Examines the various aspects of the field of Human Resource Management (HRM) and the manner in which HRM professionals play a critical role in the success of an organization. Discusses and evaluates a wide range of contemporary HRM topics including human resource planning, employee recruitment and retention, employee benefits, talent development, performance management, laws and regulations, technology, changing workforce demographics, and the value of diversity.  
**Prerequisite:** MGT 111.
- MGT 266 Employee Compensation and Benefits (3-0)** 3 crs.  
Provides practical knowledge of the design and implementation of effective compensation programs which include pay and benefits. Examines base pay systems, individual and group bonuses, executive compensation, issues with providing health care, long-term investment options, pension systems, discretionary and required benefits; and current issues, trends, and practices in compensation and benefits.  
**Prerequisite:** MGT 265
- MGT 270 Principles of Management (3-0)** 3 crs.  
Presents the theory and major functions of management and describes the role of the manager. Major concepts in organization are developed along with an understanding of the decision-making process and consideration of the human factor in management.  
**Prerequisite:** MGT 111.
- MGT 274 Operations Management (3-0)** 3 crs.  
Introduces the student to operations management stressing operational problems. The characteristics of industrial enterprise, the problems of materials procurement, plant organization and layout, labor relations and personnel policies, efficiency techniques, automation and production development are considered. Related problems of inventory control, quality control, production control and budgetary control are included.  
**Prerequisite:** MGT 111.
- MGT 275 Labor-Management Relations (3-0)** 3 crs.  
Deals with the processes and the framework that influences the relationship between management and labor. The history of the labor movement, collective bargaining process, labor contract dispute resolution, labor and employment law, and the characteristics of both the public and private sector are discussed.
- MGT 276 Collective Bargaining (3-0)** 3 crs.  
Studies the collective bargaining method preparations and patterns; strategies and tactics of negotiations; and the use of mediators and arbitrators.  
**Prerequisite:** MGT 265.

**MGT 280 Organizational Behavior (3-0) 3 crs.**

Emphasizes a managerial and interpersonal relations process approach to problem solving, communication and group dynamics. Specific treatment is given to managing change, appraisal and reward, solving communication problems, status needs of the work force, understanding individuals, group dynamics and reducing conflict.

**Prerequisite:** MGT 111.

**MGT 291 Strategic Management (3-0) 3 crs.**

Provides a logical and strategic integration of management principles with representative supervisory problems found in business firms. Analyzes decision-making through the use of case studies, simulation, and directed reading. Creates strategic plans for solving management problems.

**Prerequisite:** MGT 111, MGT 270 and 3 credit hours in MGT or MKT course work, or consent of program coordinator.