

<b>MGT Management</b>
-----------------------

**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.

**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 or MGT 154

**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 Management Internship (0-5 to 0-15) 1-3 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. This course is repeatable twice for a total of three credit hours.

**MGT 218 Introduction to Finance (3-0) 3 crs.**

Introduces fundamental principles of finance and fiscal management. Students will review financial theories and examine cash-flow projections, asset valuation, capital expenditure and investment opportunities, financial planning, and decision-making processes, and the structure of business markets.

**Prerequisite:** ACC 101 and either MGT 111 or MGT 154.

**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 or MGT 154

**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 or MGT 154

**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 or MGT 154

**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.