

# MANAGEMENT (MGMT)

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## **MGMT 130. Management & Leadership. (3 Credits)**

This course introduces the student to the fundamental principles and practices of management and leadership. After a brief historical review, the concepts of organizational culture, globalization, and social responsibility are examined. The basic functions of management – planning, organizing, leading, and controlling – are studied in depth. This course introduces students to creating people-focused organizations.

## **MGMT 250. Nonprofit Management Principles. (3 Credits)**

This course provides a foundation to introduce students to the strategic areas and fundamental skills for nonprofit sector success in a managerial role. Students will gain a general understanding of nonprofit practices, human resource development, organizational development and strategic management.

## **MGMT 325. Financial Issues in Nonprofit Management. (3 Credits)**

This course examines the basic elements of nonprofit financial management, highlighting the differences in not-for-profit accounting standards, including program designation of operating expenses, sources of revenue, budgeting, and governmental reporting requirements. Other topics include financial analysis, cost accounting, auditing, cash flow management, and management controls.

## **MGMT 336. Human Resource Management. (3 Credits)**

This course gives students an introduction to the field of HRM, and the theories and technical aspects of the HRM function. Although not every student taking this course will become an HR professional, the materials covered in this course are beneficial no matter what career path one chooses. For some students who plan to be in a management type of roles in the future, this course is an introduction to the concepts of managing and directing the work of employees.

## **MGMT 340. Organization Behavior. (3 Credits)**

This course considers the behavior of individuals and groups within an organizational context. Students consider individual-level factors such as motivation and attitudes, group-level factors such as communication, leadership, work teams and conflict, and organizational-level factors such as organizational structure, culture, learning and change process.  
Prerequisite: MGMT 130.

## **MGMT 345. Diversity, Inclusion, and Human Relations. (3 Credits)**

In this course a Christian perspective of diversity will be explored with implications for problem-solving, leadership and organization development, conflict resolution, and advancement of human resources to unleash expertise and productivity. Topics covered will include, but are not limited to, constructs of race, ethnicity, nationality, social class, religion, sexual orientation, disability, physical appearance, and age.

## **MGMT 349. Legal Issues in Nonprofit Management. (3 Credits)**

This course examines the legal and ethical issues faced in nonprofit governance, leadership and management including tax exempt status, risk management, fiduciary and board responsibilities.  
Prerequisite: MGMT 250.

## **MGMT 360. Small Business Administration. (3 Credits)**

This course studies the problems and opportunities of managing a small company. Specific concerns of retail, service, and small manufacturing firms are addressed. Location selection, financing, and operations are investigated.  
Prerequisite: MGMT 130.

## **MGMT 429. Operations Management. (3 Credits)**

This course studies the structure and functioning of production systems within a manufacturing context. The complexity of international business operations is also studied. Topics include: plant location and operation, inventory control, transportation, technology acquisition (CAD/CAM), work flow planning, JIT concepts, and statistical quality control. Also covered is how each of the above topics generally relates to the global service environment.

## **MGMT 450. International Business. (3 Credits)**

This course is a systematic course concerned with the challenges, problems and opportunities that face corporations operating outside their domestic environment. The emphasis will be placed upon the basic principles, concepts, and techniques relevant to international business management. Other than business issues generally discussed in the fields of economics, politics, finance, marketing and law, this course stresses the integration within a global business context.  
Prerequisites: MGMT 130 or 130.

## **MGMT 472. Managing Change. (3 Credits)**

This course engages students in the analysis of an organization's needs and the development of a plan to influence major organizational change from the human resources perspective or the managerial perspective.  
Prerequisites: MGMT 336 and (BUS 272 or MGMT 130).