

## **Course Description of the Management Major Core Courses**

### **MGT 315: Human Resource Management (3-0-3)**

The purpose of this course is to highlight issues involved in the management of human resources (HRM), both from existing theory as well as practice. It covers different aspects of managing human resources in organizations, using effective management tools such as human motivation, discipline, compensation, and others. As well, the course covers forecasting needs, job analysis and design, recruitment, selection, evaluation, and employee assistance. The course provides tools to assess the hiring process, the challenges managers face in attracting and keeping the right people. ***Prerequisite: MGT 220.***

### **MGT 321: Organizational Leadership (3-0-3)**

The purpose of this course is to develop understanding of the theory and practice of leadership in various organizational settings. It provides a deep insight to compare various leadership approaches including trait approach, skills approach and behavioral approach. The course discusses multiple leadership models, tools and benchmarks in diverse cultural and organizational settings that can assist students to develop leadership skills for a better career management. ***Prerequisite: MGT 220.***

### **MGT 331: Compensation and Performance Management (3-0-3)**

This course illustrates the principles and basic concepts of compensation management. Students are provided with the thorough understanding of total compensation system, intrinsic and extrinsic rewards, perceived equitable payments and employee incentive programs. It covers a wide range of performance

management topics including the essential skills that HRM practitioners and line managers need for internal consulting to design, facilitate, implement and evaluate performance interventions at a group and organizational level. ***Prerequisite: MGT 220.***

### **MGT 410: Change Management (3-0-3)**

Being the only 'constant' in the world, 'change' has always been the focus of attention in management studies. This course is offered to train the students to cope with the challenges during internal and external organizational change. It will enable students to understand conceptual framework and best practices related to development, implementation and managing innovation and change in the organization, thereby providing them with the knowledge necessary to become effective change agents. ***Prerequisite: MGT 321***

### **MGT 429: Training and Development (3-0-3)**

This course aims at helping students understand the various steps needed to develop training and development programs. It demonstrates the importance of training in advancing organizational learning and overall motivation. The course has two parts. In the first half, the emphasis is on the exploration of the training process, the assessment of training needs, design, implementation, evaluation and the link to the organizational strategy. The second half of the course will highlight how effective training can contribute in employee development and career management. ***Prerequisite: MGT 315.***

### **MGT 441: International Management (3-0-3)**

Through case studies and discussion, students assess the political, economic, legal, and technological environment and the impact they have on global management operations. They also develop an understanding of social responsibility, ethics, and the role culture plays in areas such as cross-cultural communication, negotiation, and decision making. Using discussion and analysis, students consider ways to formulate and implement strategies and form global alliances. Special attention is given to issues related to staffing, training, and compensation for global operations. Students learn the importance of developing a global management cadre and how to motivate and lead organizations internationally. ***Prerequisite: MGT 321.***

### **MGT 305: Quality Management (3-0-3)**

This course introduces the students to the major fundamental principles, activities, tools, concepts and historical foundations of quality management and its impact on competitive advantage. This course covers major approaches to quality improvement and productivity management including the Deming, Juran, Ishikawa and Feigenbaum approaches. The purpose of this course is to provide the students with the fundamental knowledge of current quality applications in use today for competitive manufacturing environments. ***Prerequisite: MGT 220.***

### **MGT 350: Negotiations and Conflict Resolutions (3-0-3)**

Conflict is inevitable in organizational settings. This course is planned to equip students with the profound knowledge and understanding of conflict management at work. The theoretical perspectives of conflict, its various types and reasons will be highlighted. The principal focus will be upon conflict resolution

including mediation, facilitation in collective bargaining, union management relationship building and negotiation skills. ***Prerequisite: MGT 220.***

### **MGT 360: Project Management (3-0-3)**

This course addresses the basic nature of managing general projects, with special focus on various construction projects or R&D projects. The course uses the project life cycle as the organizational guideline, and the contents cover the whole process of project management, including project initiation, project planning, project implementation and project termination. ***Prerequisite: MGT***

***220 and MGT 304.***

### **MGT 422: Logistic and Supply Chain Management (3-0-3)**

This course will provide students with a broad understanding and knowledge of several logistics and supply chain management concepts. The course provides students with an understanding of the practical techniques used in the organization by focusing on actual business situations. The course focuses on the key issues relating to inventory management and logistics coordination, network planning and information supply chain integration, procurement and outsourcing strategies and the impact of the internet on supply chain strategies. ***Prerequisite: MGT 304.***

### **MGT 430: Advanced Business Analytics (3-0-3)**

This course helps students to gain practical skills in extracting and manipulating data by using descriptive statistics, correlation, regression etc. Students will be able to understand the nuances of data analytics methods and tools for forecasting future business

trends, events, and behaviors. The class discussions with real life examples focuses on predictive data analytics, big data, and data mining. By the end of this course, students will be able to interpret and present analytic results for decision making. ***Prerequisite: MGT 304.***

### **MGT 480: Business Consulting (3-0-3)**

This is a multidisciplinary, action-based learning course in which students learn by doing. The course provides students with a unique, hand-on experience opportunity to apply theories, models, and knowledge they have learned throughout their undergraduate program to real world cases. In this course, students will be organized into multidisciplinary teams and each team will be assigned a local company. Student teams will visit the client firm, interview its management, gather and analyze data about the company and its industry, and prepare and present a solution to the client firm's executive management team. ***Prerequisite: 90 Credits.***