## MANAGEMENT (MGMT)

### MGMT 210 Service-Learning in Management (1 cr)
Students must complete 30 hours of volunteer service. Type of service must be approved by your faculty supervisor. A journal must be kept throughout the service-learning project documenting when, how long, and the type of activity. The service-learning project must be completed within one calendar year (preferably one semester). Assignments outstanding longer than this will be graded unsatisfactory.

Attributes: Service-Learning, Full 30 Hours  
Grading Basis: S/U Only Grade Basis

### MGMT 271 Introduction to the Entrepreneur Process and Mindset (2 crs)
Prerequisite: Not available for seniors. Minimum sophomore standing.  
*Registration preference provided to College of Business majors.*

Students learn about the entrepreneurial process and how ideas are examined for market, operational, and financial feasibility. Entrepreneurial characteristics of successful entrepreneurs will also be evaluated.

Lecture/Discussion Hours: 2  
Lab/Studio Hours: 0

### MGMT 300 Personal Leadership Management (3 crs)
Prerequisite: Minimum junior standing; MGMT 340 or concurrent enrollment  
This contemporary leadership course utilizes theory, history, and trends to analyze the art of effective leadership. Students will participate in a number of activities designed to better understand and develop their own leadership capabilities.

Lecture/Discussion Hours: 3  
Lab/Studio Hours: 0

### MGMT 340 Organizational Behavior (3 crs)
Prerequisite: ECON 103 and ECON 104, ACCT 201, IS 240, SPDP Workshops, and completion of 54 credits.  
*BCOM 206 and BCOM 207 are recommended prior to enrollment in this course.*

Review of the theories and applications of behavioral science research in human organizations. Topics include: motivation, group dynamics, communication, leadership, conflict, and change.

Lecture/Discussion Hours: 3  
Lab/Studio Hours: 0

### MGMT 342 Quality Management (3 crs)
Prerequisite: MGMT 341. Minimum junior standing.  
An examination of the technical and the managerial issues that are important in understanding and implementing quality assurance in manufacturing and service organizations.

Lecture/Discussion Hours: 3  
Lab/Studio Hours: 0

### MGMT 343 Supply Chain Management (3 crs)
Prerequisite: MGMT 341. Minimum junior standing.  
*This class requires access to a laptop computer which can be brought to class when required. Please see the COB laptop requirement: https://www.uwec.edu/academics/college-business/laptop-requirement/.*

Design and operation of effective purchasing processes. Supplier and supply chain management, with emphasis on globalization, and the role of information technology in enabling contemporary supply chain strategy.

Attributes: Special Course Fee Required  
Grading Basis: A-F Grades Only  
Lecture/Discussion Hours: 3  
Lab/Studio Hours: 0

### MGMT 344 Managerial Decision Modeling and Analysis (3 crs)
Prerequisite: ACCT 201; ECON 103, 104; IS 240; MATH 246; MGMT 341.  
*This class requires access to a laptop computer that can be brought to class when required. Please see the COB laptop requirement: https://www.uwec.edu/academics/college-business/laptop-requirement/*.

Tools and methods in support of business decision making. Spreadsheet modeling, graphical analysis, time series forecasting, decision making under uncertainty, optimization models, and simulation modeling.

Attributes: Special Course Fee Required  
Grading Basis: A-F Grades Only  
Lecture/Discussion Hours: 3  
Lab/Studio Hours: 0

### MGMT 345 Managing Global Organizations (3 crs)
Prerequisite: MGMT 340. Minimum junior standing.  
*BCOM 206 and BCOM 207 are recommended prior to enrollment in this course.*

Examines issues in managing international operations including strategies, joint ventures/strategic alliances, organizational design, culture, human resources, and labor issues in addition to political and legal constraints operating across regional trading areas.

Attributes: Foreign Culture  
Lecture/Discussion Hours: 3  
Lab/Studio Hours: 0
MGMT 347 Risk Management and Insurance (3 crs)
Prerequisite: ECON 103, ECON 104, IS 240, ACCT 201. Minimum junior standing. This course introduces fundamentals of risk management and insurance. It addresses personal/commercial insurance and risk management alternatives. Students acquire basic knowledge on protecting the assets of companies they work for and handling personal insurance.
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 349 Human Resource Management (3 crs)
Prerequisite: ECON 103, 104; ACCT 201; BSAD 202 or MATH 246. Minimum junior standing.
• MGMT 340 and BCOM 207 are recommended prior to enrollment in this course.
Examine policies and practices relating to recruitment, selection, training and development, performance appraisal, reward systems, and employee relations. Strategic human resource planning, equal employment opportunity laws, and international human resource management issues are also addressed.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 363 International Logistics and Supply Chain Management (3 crs)
Prerequisite: MGMT 341 and minimum Junior Standing
This course provides an introductory investigation of international logistics and global supply chain management with special emphasis on manufacturing, procurement, transportation and distribution. The course will include a review of the economic/legal environment surrounding import-export trade practices as well as necessary documentation, insurance and payment issues.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 371 Introduction to Entrepreneurship (3 crs)
Prerequisite: Minimum 48 credits completed
Students explore entrepreneurship by learning and utilizing a business model framework to guide their exploration and discovery process, toward the creation of a successful startup.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 373 New Venture Feasibility (3 crs)
Prerequisite: MGMT 371 or concurrent enrollment
Students apply market research techniques to refine their business ideas and evaluate market feasibility. Students learn how to conduct operational and financial analyses in the design of a feasible business model.
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 374 New Venture Start-Up and Growth (3 crs)
Prerequisite: MGMT 371, MGMT 373.
Students learn how to launch a new product and explore the range of functional details involved in a new venture start-up. Strategies for growing the business and challenges in management growth are addressed.
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 398 Internship Program I (1-3 crs)
Prerequisite: MGMT 340 or MGMT 341 or MGMT 349. Minimum junior standing.
Consent: Department Consent Required
• Acceptance in Internship Program. See description under College of Business.
A maximum of three credits of BSAD 398, MGMT 398, and MKTG 398 may be applied to the 120-credit graduation requirement. Students must have the service-learning option approved prior to starting the Internship.
Students will participate in work experiences related to their area of interest.
Attributes: LE-I1 Integration, Service-Learning Optional, Internship, Special Course Fee Required
Repeat: Course may be repeated for a maximum of 3 credits

MGMT 399 Independent Study Projects (1-4 crs)
Prerequisite: Minimum junior standing.
Consent: Department Consent Required
Individual project under the direction of a faculty member.
Repeat: Course may be repeated

MGMT 414 Small Business Consulting (3 crs)
Prerequisite: Completion of these BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330. Minimum senior standing.
Consent: Instructor Consent Required
Involves the thorough analysis and review of actual small business clients submitted by the Small Business Administration under the Small Business Institute Program and making recommendations that will be beneficial to the client in operating the business.
Attributes: Service-Learning Optional
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 442 Production Planning and Control (3 crs)
Prerequisite: MGMT 341 with C- or better. Minimum junior standing.
The design and use of procedures for managing production systems; includes process planning and routing, scheduling, dispatching, and progress control.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0
MGMT 443 Process Simulation and Analysis (3 crs)
Prerequisite: MATH 246. Completion of these BUSCORE requirements:
BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330. Minimum junior standing.
- This class requires access to a laptop computer which can be brought to class when required. Please see the COB laptop requirement: https://www.uwec.edu/academics/college-business/laptop-requirement/.
Simulation modeling and analysis using spreadsheets and discrete-event simulation software. Through a series of modeling exercises, students will examine a number of process design and scheduling issues relevant to manufacturing and service operations.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 445 Compensation Theory and Administration (3 crs)
Prerequisite: BSAD 202 or MATH 246; BSAD 305, MGMT 340, 349
Study of theories, methods, and practices of compensation in organizations.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 446 Advanced Organizational Behavior (3 crs)
Prerequisite: Completion of these BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 341, MKTG 330. MGMT 340 with C- or better. Minimum junior standing.
In-depth analysis and critique of current and provocative topics in organizational behavior in the context of the modern organization with a focus on organizational effectiveness. Topics include citizenship behavior, work-family conflict, and change and development.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 447 Cross Cultural Leadership (3 crs)
Prerequisite: ACCT 201, BSAD 300, ECON 103, 104, IS 240, MGMT 340, MKTG 330; minimum junior standing.
This course provides an in-depth introduction to effective global leadership practices and styles in the major cultural regions of the world as well as the underlying psychological, social, and cultural factors.
Attributes: Special Course Fee Required
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 449 Strategic Management in a Global Business Environment (3 crs)
Prerequisite: ACCT 201, IS 240, BCOM 206, BCOM 207, BSAD 305, BSAD 300, BSAD 305, FIN 320, MKTG 330, MGMT 340, MGMT 341. Minimum senior standing.
- On-campus sections of GLOBUS will have a course fee in order to purchase access to the GLOBUS online strategic management simulation. Due to timing of purchasing to receive codes, this course fee will not be able to be reimbursed on or after the first day of classes.
Covers the formulation and implementation of business strategy in a global environment. Case studies and simulations provide an integrative view of international business operations from a total enterprise perspective. This course contains an integrated communication component.
Attributes: LE-I1 Integration, Capstone Course, Special Course Fee Required
Varies by Term/Section
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 452 Master Planning of Resources (1 cr)
Prerequisite: MGMT 442 or concurrent enrollment. Completion of these BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330.
Principles and processes of master planning of resources. Demand management, sales and operations planning, and master scheduling. Development of operations plans, validating and evaluating performance at all levels of master planning.
Lecture/Discussion Hours: 1
Lab/Studio Hours: 0

MGMT 453 Detailed Planning and Scheduling (1 cr)
Prerequisite: MGMT 442 or concurrent enrollment. Consent: Department Consent Required
Material and capacity scheduling and planning, including a detailed explanation of material requirements planning (MRP) and capacity requirements planning (CRP), introduction of other material planning techniques and capacity-planning techniques.
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 1
Lab/Studio Hours: 0

MGMT 455 Industrial Relations (3 crs)
Prerequisite: MGMT 349 or concurrent enrollment. Completion of these BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330. Minimum junior standing.
Problems, hazards, and procedures which will be of assistance in establishing and maintaining good union-management relationships.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0
MGMT 459 Advanced Human Resource Management (2 crs)
Prerequisite: MGMT 349 with C- or better. BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330. Minimum junior standing.
Provides students the opportunity to study in-depth human resource topics of the nature of work, recruitment, selection, training and development, compensation, benefits, labor relations, and health and safety.
Lecture/Discussion Hours: 2
Lab/Studio Hours: 0

MGMT 461 Lean Manufacturing Systems and Concepts (3 crs)
Prerequisite: BCOM 206, 207, BSAD 305, FIN 320, MGMT 340, MKTG 330. MGMT 341 with C- or better
Concepts, tools, and techniques applied in the design and operation of lean manufacturing systems.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 471 Entrepreneurship Capstone (3 crs)
Prerequisite: MGMT 371 with C- or above; MGMT 373. MGMT 374 or concurrent enrollment.
- This course requires access to a laptop computer which can be brought to class when required. Please see the COB laptop requirement: https://www.uwec.edu/academics/college-business/laptop-requirement/.
Students will learn and demonstrate how to skillfully prepare, refine, and communicate their business idea in an entrepreneurial environment. They will learn about financing options considered by startup founders. They will deliver their business plan in a formal, end-of- semester presentation to a panel of business professionals.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 491 Topics in Management (1-3 crs)
Prerequisite: MGMT 340. Minimum junior standing.
- Course may be repeated when topic differs.
Current issues in international business will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary management professionals.
Repeat: Course may be repeated for a maximum of 99 credits
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 492 Topics in Human Resource Management (1-3 crs)
Prerequisite: MGMT 349. Additional prerequisites may be required depending on the topic. (See current Class Schedule.) Minimum junior standing.
- Additional prerequisites may be required depending on the topic. (See current Class Schedule.)
Current issues in human resource management will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary HRM professionals.
Repeat: Course may be repeated

MGMT 493 Topics in Operations Management (1-3 crs)
Prerequisite: MGMT 341. Additional prerequisites may be required depending on the topic. (See current Class Schedule.) Minimum junior standing.
- Additional prerequisites may be required depending on the topic. (See current Class Schedule.)
Current issues in operations management will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary operations professionals.
Repeat: Course may be repeated

MGMT 494 Topics in Leadership (1-3 crs)
Prerequisite: Minimum junior standing.
- Course may be repeated when topic differs. Additional prerequisites may be required depending on the topic. (See current Class Schedule.)
Current issues in leadership will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary leaders.
Repeat: Course may be repeated for a maximum of 99 credits
Lecture/Discussion Hours: 1-3
Lab/Studio Hours: 0

MGMT 495 Directed Projects (3 crs)
Prerequisite: Minimum senior standing.
Consent: Department Consent Required
Internship experiences in business situations relevant to student's major field of study; under supervision of faculty member.
Repeat: Course may be repeated

MGMT 498 Internship Program II (1-3 crs)
Prerequisite: MGMT 340 or MGMT 341 or MGMT 349. Minimum senior standing.
Consent: Department Consent Required
Acceptance in Internship Program. See description under College of Business. Additive credit only. May not be applied to the 120-credit graduation requirement. Students must have the service-learning option approved prior to starting the Internship.
Students will participate in work experiences related to their area of interest.
Attributes: LE-I1 Integration, Service-Learning Optional, Internship, Special Course Fee Required
Repeat: Course may be repeated

MGMT 499 Independent Study Projects (1-4 crs)
Prerequisite: Minimum senior standing.
Consent: Department Consent Required
Individual project under the direction of a faculty member.
Repeat: Course may be repeated
MGMT 740 Organizational Management Foundation (2 crs)
Prerequisite: Limited to MBA students.
• Not for MBA degree credit.

Introduction to the science and business of managing organizations. Students examine behavioral theories and research studies, investigate strategies corporations employ to enhance organizational performance, and review current issues, opportunities, and challenges facing companies today.

Attributes: Higher Cost Per Credit
Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 2
Lab/Studio Hours: 0

MGMT 741 Operations Foundation (2 crs)
Prerequisite: Limited to MBA students.
• Previous statistics coursework required. Not for MBA degree credit.

Study of the operations function within organizations that produce goods and/or services.

Attributes: Higher Cost Per Credit
Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 2
Lab/Studio Hours: 0

MGMT 797 Independent Study (1-3 crs)
Consent: Department Consent Required

Repeat: Course may be repeated
Grading Basis: No S/U Grade Option