

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 300 Personal Leadership Management (3 crs)

Prerequisite: Completion of 45 credits; 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 OR ACCT 202, IS 240, SPDP Workshops, and completion of 45 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 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 OR ACCT 202. 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 or ACCT 202; BSAD 202 or MATH 246. MGMT 340 as co-requisite. Minimum junior standing.

- *MGMT 340 and BCOM 207 are recommended prior to enrollment in this course. MGMT 340 is at minimum a co-requisite.*

Examines 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 364 Project Management (3 crs)

Prerequisite: IS 240, ACCT 201, Math 109, Junior Standing
• *Students who took this course as BSAD 491: Project Management or BSAD 491: Project MGMT in a Virtual World should not take MGMT 364.*

Course will provide information and skills to work successfully in a project environment and to accomplish project objectives. Course topics include: project management life cycle and process, identifying and selecting projects, developing project proposals, techniques for planning, scheduling, resource assignment, budgeting, and controlling project performance, project risks, and project communication and documentation.

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

MGMT 398 Internship Program I (1-3 crs)

Prerequisite: MGMT 340 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-11 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, BLAW 305, FIN 320, MGMT 340, OSCM 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 444 Training, Developing, and Engaging Employees (3 crs)

Prerequisite: Junior Standing, MGMT 340, MGMT 349

- *Previously offered under MGMT 491 in Spring 2024 as Managing Employees: Training, Development, and Engagement.*

Training, developing, and engaging employees is highly important to organizations as human resources can provide them a true competitive advantage. This course will cover current training, development, and employee engagement topics using an integrated approach which implements needs assessment, ties with the organization's strategy, and continually evaluates learning outcomes, and adjusts for effectiveness. Students will participate in activities, cover different methods and techniques, complete case studies, explore the impact of technology on training, and put together employee training and development programs.

Grading Basis: A-F Grades Only

Lecture/Discussion Hours: 3

Lab/Studio Hours: 0

MGMT 445 Compensation Theory and Administration (3 crs)

Prerequisite: BSAD 202 or MATH 246; BLAW 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, BLAW 305, FIN 320, OSCM 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 or ACCT 202, 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 or ACCT 202, IS 240, BCOM 206, BCOM 207, BSAD 300, BLAW 305, FIN 320, MKTG 330, MGMT 340, OSCM 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. 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/>.*

This course is an integrative approach to the formulation and implementation of strategy within a global context. It is a capstone course drawing on the functional analytical tools, managerial concepts and techniques developed in previous business core curriculum. Instructional methods may include class readings, a simulation, case studies, instructor commentaries, and class discussions. Both group and individual assignments help students develop an integrative view of international business operations from a total enterprise perspective.

Attributes: LE-11 Integration, Capstone Course, Special Course Fee Required

Varies by Term/Section

Lecture/Discussion Hours: 3

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, BLAW 305, FIN 320, MGMT 340, OSCM 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 (3 crs)

Prerequisite: MGMT 349 with C- or better. BCOM 206, BCOM 207, BLAW 305, FIN 320, MGMT 340, OSCM 341, MKTG 330. Minimum junior standing. Must be a declared HR Major.

- *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/>.*

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: 3

Lab/Studio Hours: 0

MGMT 481 Community Leadership (2 crs)

Prerequisite: Minimum Junior Standing. MGMT 300 and MGMT 340.

- *Students who took the "Community Leadership" course under the previous MGMT 494 course number should not take MGMT 481.*

An experiential course that helps students learn how to be an effective community leader. Student groups work on semester long projects with community organizations. Students gain experience in leadership roles and interact with community leaders.

Attributes: Service-Learning Optional

Lecture/Discussion Hours: 2

Lab/Studio Hours: 0

MGMT 482 Leadership and Ethics (3 crs)

Prerequisite: Minimum Junior Standing. MGMT 300.

- *Students who took the "Leadership and Ethics" course under the previous MGMT 494 course number should not take MGMT 482.*

This course will discuss the alternative perspectives of leadership, their intersection with ethics, and apply them to the emergent issues facing organizations today.

Lecture/Discussion Hours: 3

Lab/Studio Hours: 0

MGMT 483 Personal Leadership Style in the Workplace (1 cr)

Prerequisite: Junior standing. MGMT 300.

- *Previously offered under MGMT 494 as Personal Leadership Development and Developing the Leader Within.*

This course is designed to help bridge the gap between theory and application providing students guidance on how to deal with daily situations they may face as a manager. It will focus on strategies to build and maintain a team through effective communication, root cause analysis, healthy conflict resolution, and leadership. This class includes participation in the ropes course requiring heights and physical activity.

Grading Basis: A-F Grades Only

Lecture/Discussion Hours: 1

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 494 Topics in Leadership (1-3 crs)

Prerequisite: Minimum junior standing. MGMT 300.

- *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 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 for a maximum of 3 credits

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 797 Independent Study (1-3 crs)

Consent: Department Consent Required

Repeat: Course may be repeated

Grading Basis: No S/U Grade Option
