

# MANAGEMENT (MGT)

## Explanation of Course Numbers

- Courses in the 1000s are primarily introductory undergraduate courses
- Those in the 2000s to 4000s are upper-division undergraduate courses that can also be taken for graduate credit with permission and additional work
- Those in the 6000s and 8000s are for master's, doctoral, and professional-level students
- The 6000s are open to advanced undergraduate students with approval of the instructor and the dean or advising office

### **MGT 3201. Leadership in Action. 3 Credits.**

Leadership in organizations and society. Consideration of whether leadership is a personal trait or a structured behavior and whether it is universal across domains or situation-specific. Modern and historical examples; issues of leadership in popular contexts.

### **MGT 3202. Managerial Negotiations. 3 Credits.**

Negotiation concepts, strategies, and tactics as applied to managerial situations. The nature of interdependencies; competitive and collaborative negotiations; negotiations involving third-party dynamics, such as mediation and arbitration. Employee relations, including employee rights; the impact of unions and collective bargaining on management practices.

### **MGT 3203. Advanced Human Resource Management. 3 Credits.**

The labor force and labor markets. The legal environment of human resource management. Human resource planning; employee recruiting, selection, training, development, compensation, motivation, discipline, health and safety. Prerequisite: BADM 3101.

### **MGT 3204. Contemporary Topics in Management. 3 Credits.**

Contemporary practice in human resource planning, recruitment and selection, training and development, performance management, compensation and benefits, employee relations, and international human resource management. Interaction with practitioners through actual situations, case analyses, and presentations. Prerequisite: BADM 3101.

### **MGT 3300. Entrepreneurship. 3 Credits.**

Students develop the knowledge and ability to launch their own venture. The entrepreneur and the process of entrepreneurship; key aspects of entrepreneurial success, from idea generation and development to launching a firm. Practical skills applicable to real-world scenarios.

### **MGT 3300W. Entrepreneurship. 3 Credits.**

Students develop the knowledge and ability to launch their own venture. The entrepreneur and the process of entrepreneurship; key aspects of entrepreneurial success, from idea generation and development to launching a firm. Practical skills applicable to real-world scenarios. Includes a significant engagement in writing as a form of critical inquiry and scholarly expression to satisfy the WID requirement.

### **MGT 3301. Small Business Management. 3 Credits.**

Theory and practice of entrepreneurship. How to start or acquire a new business; effective management, including the essentials of planning, organizing, financing, marketing, and controlling the smaller enterprise. Students consult with a small DC-area company as part of a team research project. Prerequisites: MGT 3300W or permission of the instructor.

### **MGT 3302. e-Entrepreneurship. 3 Credits.**

The process of turning a web, mobile, or wearable business idea into a validated, repeatable, and scalable business model using lean startup methodologies; testing and user feedback, technology basics, promotions, and tracking core metrics. Prerequisites: MGT 3300W.

### **MGT 3303. Women's Entrepreneurial Leadership. 3 Credits.**

Students create and execute a business plan while developing essential skills, mentoring relationships, and self-confidence and self-insight.

### **MGT 3305. Human Capital Sustainability. 3 Credits.**

Managerial challenges associated with creating sustainable employment relationships using concepts from human resource management, labor relations, organizational behavior, and entrepreneurship; how markets, management practices, collective bargaining, and public policy affect human capital sustainability.

### **MGT 4003. Management of the Growing Entrepreneurial Venture. 3 Credits.**

Examination of the data, dilemmas, and decisions that can confront leaders of post-startup entrepreneurial ventures.

### **MGT 4900. Special Topics. 3 Credits.**

Experimental offering; new course topics and teaching methods. May be repeated once for credit.

### **MGT 4900W. Special Topics. 3 Credits.**

### **MGT 4995. Independent Research. 1-6 Credits.**

Assigned topics. Permission of the advisor required prior to enrollment. May be repeated once for credit.

### **MGT 6210. Leading Teams. 3 Credits.**

Knowledge and skills for effectively leading teams, including setting teams up for success, promoting effective team dynamics, and other leadership issues for contemporary teams that operate in a global, digital environment.

### **MGT 6213. Orgnztnl Factors/Pro of Change. 3 Credits.**

Behavioral and organizational components of individual, team, and firm-wide change. The dynamics that often accompany the change process.

**MGT 6215. Conflict Management and Negotiations. 3 Credits.**

The nature and sources of conflict and interdependence in social and organizational dynamics. Various means of resolving conflict, including the use of competitive and collaborative negotiations and mediation. Case discussion, exercises, role-playing, and simulation. Managers as mediators and negotiators.

**MGT 6216. Cross-Cultural Management. 3 Credits.**

The cultural foundations of organizations and institutions, with an emphasis on managerial behavior. Cross-cultural differences as they affect work-related behaviors, such as communication, attitude, teamwork, negotiation, and decision making.

**MGT 6252. Global Human Resource Management. 3 Credits.**

International applications of human resource management functions. Selection, preparation, and compensation of U.S. managers and executives for service abroad. Adaptation of human resource management policies to conform to specific cultural environments.

**MGT 6253. Leadership and Executive Development. 3 Credits.**

The required skills, knowledge, and abilities for effective executive leadership in organizations. Contemporary and classical leadership theories and research approaches.

**MGT 6254. Negotiations and Labor Relations. 3 Credits.**

Negotiation theory and practice in the context of labor-management relations in both union and nonunion settings. Emphasis on negotiation and conflict resolution skills, arbitration and grievance procedures, public-sector labor relations, labor laws and public policy, and global labor relations issues.

**MGT 6257. Performance Management and Development. 3 Credits.**

Comprehensive review of performance appraisal and training and development. Students learn to develop customized training programs that relate to the performance appraisal process.

**MGT 6258. Applied Organization Leadership. 3 Credits.**

In-depth studies of theories of leadership. Legal and ethical obligations of leadership. The leader in the process of assuming responsibility. Experiential exercises designed to develop the students' interpersonal abilities and leadership capacities.

**MGT 6259. Employment Law and Ethics. 3 Credits.**

An examination of the interaction of legal requirements and personal ethics and their influence on managerial decisions affecting the employment exchange. Special emphasis on equal employment opportunity and civil rights, workers' compensation, occupational health and safety, collective bargaining, and wrongful discharge.

**MGT 6270. Consulting Processes. 3 Credits.**

Theories and methods of planning, introducing, and coping with change in management through the helping process. Intended both for managers seeking an understanding of the consultative approach to planned change and for persons in staff or consultative roles seeking understanding of the consultative process.

**MGT 6271. Consulting Practicum. 3 Credits.**

Instruction in and application of integrative problem solving, team work, client relationship, and communications skills required to be a successful management consultant. Students gain practical experience through a team-based assignment consulting for a client. Prerequisite: MGT 6270.

**MGT 6277. Critical Thinking Skills for Executive Leadership. 3 Credits.**

Theory and practice of critical thinking; how it differs from other types of thinking and other executive leadership competencies; approaches known to improve thinking skills.

**MGT 6280. Entrepreneurship. 3 Credits.**

In exploring the "entrepreneur as a phenomenon," students will be exposed to the theory and experiences associated with entrepreneurs, entrepreneurial acts, and entrepreneurship in all organizational settings—large, small, public, and private.

**MGT 6281. Small Business Management. 3 Credits.**

The start-up process and management of small firms. Field projects involve student teams as consultants to local businesses. Case studies. Emphasis on total customer service, international opportunities, and minority and women's issues.

**MGT 6282. New Venture Initiation. 3 Credits.**

Essentials of planning a new business venture. Sources of financing, evaluation of alternative new business ventures, and analysis of business functions. Creating and analyzing the business plan.

**MGT 6283. Strategic Entrepreneurship. 3 Credits.**

Capstone course for the small business/entrepreneurship concentration. Student teams assist companies in upgrading strategies. Prerequisites: MBAD 6265, MGT 6281, MGT 6282 and/or permission of instructor.

**MGT 6284. Family Business Management. 3 Credits.**

Challenges of managing a family business: risk strategies; successor development and succession planning; stages of family business growth; family motivations and goals. Field projects provide hands-on experience.

**MGT 6285. Social Entrepreneurship. 3 Credits.**

Theory and practice of social entrepreneurship. The power and limits of social entrepreneurship as a tool for creating sustainable and scalable social impact.

**MGT 6286. Creativity and Innovation. 3 Credits.**

How organizational culture encourages or discourages creativity in individuals and teams and how organizational policies support or undercut innovation. Methods for developing and strengthening creative ideas and innovative action. Factors such as breakthrough design that encourage creativity and support innovation. Students examine and assess, on both personal and organizational levels, the bases of and propensity for creativity and innovation.

**MGT 6290. Special Topics. 0-3 Credits.**

Experimental offering; new course topics and teaching methods. May be repeated once for credit.

**MGT 6297. International Mgt Experience. 3 Credits.**

Same as FINA 6297/ IBUS 6297/ MKTG 6297/ SMPP 6297. May be repeated for credit.

**MGT 6298. Directed Readings & Research. 1-6 Credits.****MGT 6299. Thesis Seminar. 3 Credits.****MGT 6301. Negotiations. 1.5 Credit.**

Major concepts and theories of negotiation; the dynamics of interpersonal and intergroup conflict and its resolution; skill development relevant to a broad range of applied contexts; reflective posture about negotiations specifically and social influence broadly. Restricted to students in the World Executive MBA program.

**MGT 6999. Thesis Research. 3 Credits.****MGT 8382. Fndtns/OrgnztlnBehavr&Devlpmnt. 3 Credits.**

The individuals and institutions central to the field of organizational behavior and development. Students read about, meet with, and discuss the work of persons central to the development of the field. Prerequisite: Doctoral candidate status with organizational behavior and development as a major or supporting field, or consent of instructor.

**MGT 8383. Field Research in Organizational Settings. 3 Credits.**

Applications of field research techniques in formal organizational settings. Examination of the logic of inquiry and techniques of qualitative data collection. Intensive interviewing and participant observation in field settings are emphasized.

**MGT 8385. Special Topics in Research Methods. 3 Credits.**

Research problems and issues related to student dissertations form topics for readings, group discussions, and assigned papers.

**MGT 8386. Management Ideas in Progress. 3 Credits.**

Doctoral students work with a variety of faculty members as they develop new ideas, research projects, and engage in seminal inquiry. The content and structure of the course will depend upon the instructor. Prerequisites: Doctoral candidate status with organizational behavior and development as a major or supporting field, or consent of instructor.

**MGT 8390. Philosophical Foundations in Administration Research. 3 Credits.**

Philosophy of science as applied to research in administration. Topics include the nature and current problems of epistemology, the development and role of theories, and the relationship between theory, methodology, and empirical data.

**MGT 8391. Adv Prob-Research Methodology. 3 Credits.**

Use of models and theoretical frameworks in research; formulation of research questions, hypotheses, operational definitions, research designs, sampling and data analysis approaches. For doctoral candidates who have completed the general examination and all courses and are preparing for their dissertation.

**MGT 8397. Advanced Special Topics. 1-3 Credits.**

Current research and scholarly issues in management science.

**MGT 8998. Advanced Reading and Research. 1-12 Credits.**

May be repeated for credit. Restricted to doctoral candidates preparing for the general examination.

**MGT 8999. Dissertation Research. 1-12 Credits.**

May be repeated for credit. Restricted to doctoral candidates.