

MANAGEMENT

MGT

**Department of Management
The Eli Broad College of
Business and The Eli Broad
Graduate School of Management**

293 Cooperative Education for Business Students

Fall, Spring. 1(1-0) A student may earn a maximum of 3 credits in all enrollments for this course. Interdepartmental with Marketing and Supply Chain Management; Accounting; Economics; Finance; Hospitality Business. Administered by Department of Marketing and Supply Chain Management. R: By permission of the Department only. Integration of pre-professional educational employment experiences in industry and government with knowledge and processes taught in the student's academic program. Educational employment assignment approved by the Department of Marketing and Supply Chain Management.

315 Managing Human Resources and Organizational Behavior

Fall, Spring, Summer. 3(3-0) R: Open only to juniors or seniors in the College of Business and to students in programs for which MGT 315 is a catalog-listed requirement. Not open to students in The School of Hospitality Business. SA: MGT 310
Formulation and administration of human resource policies in the business enterprise. Personnel planning, job analysis and evaluation, staffing. Compensation and labor relations. Employee safety. Training, development, and performance appraisal. Issues of diversity and ethics.

325 Management Skills and Processes

Fall, Spring, Summer. 3(3-0) R: Open only to juniors and seniors in programs for which MGT 325 is a catalog-listed requirement. SA: MGT 302
Managerial skills and processes in goal-directed institutions.

409 Business Policy and Strategic Management

Fall, Spring, Summer. 3(3-0) R: Open only to seniors in the College of Business.
Techniques for building and maintaining consistent and effective policy and strategy. Content cuts across the major functions within a firm. Strategic integration, ethics, and international competition.

411 Organizational Staffing

Fall. 3(3-0) P:M: (MGT 315 or concurrently) R: Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business.
Job and organizational analysis. Personnel planning, recruitment, selection and placement. Employment interviewing and testing. Validation of selection procedures, equal opportunity employer (EEO) guidelines, and affirmative action. Issues and diversity of ethics.

412 Compensation and Reward Systems

Spring. 3(3-0) P:M: (MGT 315 or concurrently) R: Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business.
Designing compensation systems. Job evaluation, internal and external equity. Pay-for-performance plans and financial incentives. Wage and salary surveys. Benefits administration. Diversity and ethical considerations.

413 Personnel Training and Development

Spring. 3(3-0) P:M: (MGT 315 or concurrently) R: Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business.
Designing and implementing training and development programs. Career stages and career planning. Needs analysis. Experimental design and program evaluation. Learning theories. Issues and diversity of ethics.

414 Diversity in the Workplace

Fall. 3(3-0) P:M: (MGT 315 or concurrently) R: Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business.
Problems experienced by racial, ethnic, physically disabled, and other minorities in work organizations. Awareness training for managers. Ethical issues.

460 Capstone for Management Majors (W)

Fall, Spring. 3(3-0) P:M: (MGT 315 or concurrently) R: Open only to seniors in the Human Resource Management or General Management major.
Topics of interest in management, such as advanced organizational behavior, organizational development, and organizational theory and design.

491 Special Topics in Human Resource Management

Spring of even years. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. P:M: (MGT 315 or concurrently) R: Open only to juniors or seniors in The Eli Broad College of Business. Not open to students in The School of Hospitality Business.
Topics in human resource management such as advanced organizational behavior, managing labor relations, organizational development, and organizational theory and design.

493 Field Studies

Fall, Spring, Summer. 1 to 3 credits. A student may earn a maximum of 6 credits in all enrollments for this course. R: Open only to juniors or seniors. Approval of department; application required.
Program of observation, study, and work in selected business firms to supplement classroom study. Supervised independent research on special topics in Management.

804 International Management

Spring of even years. 3(3-0) R: Open only to students in the Graduate School of Management or with departmental permission.
Management challenges and roles in a multinational business. Strategic planning in global firms, managing people in international organizations, leadership, and the future of international management.

805 Special Topics in Management

Spring of even years. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. R: Open only to students in the Graduate School of Management or approval of department. SA: MGT 815
Advanced topics in organizational behavior, organizational theory and design, human resource management, and strategic management.

810 Human Resource Management

Fall. 3(3-0) P:M: (MBA 824) R: Open only to graduate students in the College of Business or approval of department.
Design, administration, and evaluation of the human resource function. Needs assessment, program implementation and evaluation, information management and decision support, international human resource management.

811 Human Resource Staffing

Spring. 3(3-0) RB: (MBA 824) R: Open only to graduate students in the College of Business or approval of department.
Scientific, legal, and administrative issues in the selection, placement and promotion of individuals in organizations. Topics include job analysis, recruitment, testing, interviewing, performance appraisal, and affirmative action.

813 Human Resource Training

Spring. 3(3-0) RB: (MBA 824) R: Open only to graduate students in the College of Business or approval of department.
Planning, implementing and evaluating training programs. Career stages and career planning. Matching individual and organizational development needs.

820 Managing the Internetworked Firm

Spring, Summer. 2(2-0) R: Open only to MBA students.
Managing the domestic and international uses of the Internet. History, technology, ownership, and regulation of the Internet. Modes of communication via the Internet. Legal and technical suitability of the Internet. Privacy, security, and access issues.

821 Managing Internet Commerce

Spring. 3(3-0) RB: Familiarity with a web browser. R: Open only to students in the Graduate School of Management or with departmental permission. Not open to students with credit in MGT 820.
Managing Internet access and use. Evolution, infrastructure, technology and governance of the Internet. Commercial applications of the Internet. New business opportunities. Security of transactions. Legal issues.

822 Human Resource Compensation

Fall. 3(3-0) RB: (MBA 824) R: Open only to graduate students in the College of Business or approval of department.
Application of compensation principles to organizational objectives. Strategic use of compensation systems for attracting, motivating, and retaining employees. Managerial aspects of paying employees at all organizational levels.

Management—MGT

- 824 Management and Organizational Behavior**
Spring. 3(3-0) R: Open only to students in Business Management of Manufacturing, non-business masters students, or doctoral students in all majors. SA: MGT 806
Micro and macro models of organizational behavior applied to the management of people, group processes, and organization design. Motivation, diversity, leadership, group performance, organization structure and culture.
- 831 Managing Power, Empowerment, and Involvement**
Fall. 3(3-0) RB: (MBA 824) R: Open only to students in the Graduate School of Management or with departmental permission.
Assessment and evaluation of power and empowerment in organizations. High involvement management and organizational effectiveness. Ethical issues in the use of power and empowerment as managerial tools.
- 832 Negotiation and Conflict Management**
Spring. 3(3-0) RB: (MBA 824) R: Open only to students in the Graduate School of Management or approval of department.
Negotiation and bargaining to manage people and interpersonal relations. Developmental processes, stages, and types of conflict. Approaches to conflict management and resolution.
- 840 Leadership: A Personal Challenge**
Fall, Spring. 3(3-0) R: Open only to students in the Graduate School of Management or with departmental permission.
Review and evaluation of classic and popular theories of leadership. Guided self-assessment of current leadership style and strengths. Further development of leadership abilities through case analyses and class exercises.
- 842 Change Management and Evaluation**
Spring of even years. 3(3-0) R: Open only to students in The Graduate School of Management or approval of department.
Understanding, diagnosing and changing organizations. Managing the change process. Micro and macro organizational interventions.
- 852 Entrepreneurship: New Business Planning and Initiation**
Fall. 3(3-0) R: Open only to students in the Graduate School of Management or with departmental permission.
Assessment of the viability of a business idea. Development of a market analysis, project strategy, and plan to initiate the business. Identification and analysis of factors critical to new business financing and success.
- 870 Strategic Management**
Fall, Spring. 3(3-0) R: Open only to second-year M.B.A. students.
Determination of the strategic direction of the firm and management of strategic processes in the firm. Integration of environmental factors and organizational functions in the analysis and solution of management problems.

- 871 Business Processes and Strategies**
Summer. 3(3-0) RB: Undergraduate degree in accounting. R: Open only to Master of Science students in Accounting and Business Processes.
Organizational goals, design, and control of the global business enterprise. Strategies for creating value and sustaining competitive advantage across the firm's value chain.
- 875 Change Management**
Spring. 2(2-0) R: Open only to students in the Master of Science in Logistics and the Master of Science in Manufacturing and Innovation.
Role and process of organizational change management. Types of change, identifying need for change, and change management process.
- 890 Independent Study**
Fall, Spring, Summer. 1 to 3 credits. A student may earn a maximum of 6 credits in all enrollments for this course. R: Open only to graduate students in Business. Approval of department.
Faculty-supervised independent study.
- 906 Seminar in Organizational Research Methods**
Spring. 3(3-0) R: Open only to Ph.D. students.
Methods for scientific research in the areas of organizational behavior, personnel and organizational theory. Theory building, hypothesis formation and testing, reliability theory, construct validity, external validity, research design.
- 907 Seminar in Organizational Behavior**
Fall of even years. 3(3-0) R: Open only to Ph.D. students.
Directed readings on the behavior of individuals within organizations. Theory and empirical research on perception, decision-making, work motivation, work attitudes, leadership and group dynamics.
- 908 Seminar in Organizational Theory**
Fall of odd years. 3(3-0) RB: (MGT 906) R: Open only to Ph.D. students.
Formal organizations viewed as rational, natural and open systems. Survey of contemporary theory and empirical research.
- 909 Seminar in Human Resource Management**
Spring of odd years. 3(3-0) R: Open only to Ph.D. students.
Classic and current empirical research. Job analysis, personnel selection, training, and incentive systems.
- 910 Seminar in Strategic Management**
Fall of even years. 3(3-0) R: Open only to Ph.D. students.
Review of recent research literature. Topics include developments in strategic types, identification of strategic groups, strategy formulation, implementation, and decision making.
- 999 Doctoral Dissertation Research**
Fall, Spring, Summer. 1 to 24 credits. A student may earn a maximum of 99 credits in all enrollments for this course. R: Open only to Ph.D. students in Management.
Doctoral dissertation research.

MARKETING AND SUPPLY CHAIN MANAGEMENT MSC

Department of Marketing and Supply Chain Management The Eli Broad College of Business and The Eli Broad Graduate School of Management

- 101 Introduction to Business**
Fall, Spring. 3(3-0) R: Not open to juniors or seniors in the College of Business. SA: ML 101
Role of business in society. Activities and functions of business organizations. Major issues and challenges facing business: globalization, social responsibility, diversity. Contemporary management practices.
- 293 Cooperative Education for Business Students**
Fall, Spring. 1(1-0) A student may earn a maximum of 3 credits in all enrollments for this course. Interdepartmental with Accounting; Economics; Finance; Management; Hospitality Business. R: Approval of department.
Integration of pre-professional educational employment experiences in industry and government with knowledge and processes taught in the student's academic program. Educational employment assignment approved by the Department of Marketing and Supply Chain Management.
- 300 Managerial Marketing**
Fall, Spring, Summer. 3(3-0) R: Open only to juniors or seniors in the Eli Broad College of Business. Not open to students in The School of Hospitality Business. SA: ML 300, MTA 300 Not open to students with credit in MSC 327.
Analysis and strategic integration of buyer behavior, segmentation, positioning, demand analysis, information, pricing, promotion, channels, product policies, and ethics in consumer, reseller, industrial, and service markets.
- 302 Consumer and Organizational Buyer Behavior**
Fall, Spring, Summer. 3(3-0) P:M: (MSC 300) R: Open only to juniors or seniors in the Eli Broad College of Business or Food Industry Management major. SA: ML 302, MTA 302
Application of consumer behavior principles to customer satisfaction, market planning, and marketing mix decisions. Ethical, diversity, and international issues.
- 303 Introduction to Supply Chain Management**
Fall, Spring, Summer. 3(3-0) R: Open only to juniors or seniors in the Eli Broad College of Business and to students in programs for which MSC 303 is a catalog-listed requirement. Not open to students in The School of Hospitality Business. SA: MGT 303, ML 303, MTA 303
Objectives, processes, and functions of supply chain management activities including procurement, manufacturing, and logistics. The role of supply chain processes in creating competitive advantage with respect to quality, flexibility, lead-time, and cost.