

MG - MANAGEMENT (MG)

MG 500. MBA Prerequisite Review and Orientation. (3 Credits)

This prerequisite course will review analytical and quantitative skills, financial modeling, accounting statements, economic models, and marketing strategy. The objectives include 1) review of skills and content necessary for further graduate study; 2) identification of student deficiencies prior to pursuing further graduate study; and to serve as an orientation for students prior to beginning the Asian MBA program. This course may not be used as an elective credit in the MBA program. (Offered on sufficient demand).

MG 585. Project Management. (3 Credits)

This course is an in-depth study of initiating, planning, executing, monitoring and controlling, and closing of projects. Students will learn how to manage both small and large projects using project management techniques. This course will also include instructions in the use of Microsoft Project. Recommended: Microsoft Office Project Basics course offered by UNA's Division of Professional, Interdisciplinary and Continuing Education.

MG 601. MBA Skills and Outcomes. (1 Credit)

This course will be completed during the first two months of enrollment in the MBA program. The course addresses two objectives: (1) Skills refresher for students who have been out of school for a period of time; and (2) To introduce and have students focus on the five learning outcomes that will be covered in the MBA program. These outcomes are: a) To be able to identify, analyze and solve business related problems and to make effective decisions; b) To be able to communicate effectively; c) To be able to demonstrate qualities of leadership and teamwork; d) To be able to act professionally and ethically; and e) To be able to function effectively in a diverse, dynamic global economic environment. Lack of success in this course may serve as a predictor of lack of success in the remaining MBA program. (Fall, Spring, Summer).

MG 602. Leadership and MBA Essentials. (2 Credits)

This leadership component of this course examines, various leadership styles and techniques, with an emphasis on personal soft skill development, preparing students to meet the leadership challenges they will face as business professionals. The MBA essentials portion of this course will introduce the learning outcomes covered in the MBA curriculum and provide resources to be successful in the program. Must be completed during the first or second semesters of enrollment in the MBA. Prerequisite or Corequisite: MG 600 or MBA 600. (Fall, Spring).

MG 610. Business Ethics. (3 Credits)

Study of business responsibility with emphasis on the problems of responsible leadership in private enterprise organizations operating in a free society. (Summer).

MG 620. Management Seminar. (3 Credits)

A review of basic theories of management with a study of current problems facing the manager. Course objectives are accomplished through class discussion of relevant business problems and presentation of individual research papers. (Offered on sufficient demand).

MG 621. Survey of Management Issues and Problems. (3 Credits)

A survey course of significant political, psychological, legal, technological, and/or economic issues facing organizations and/or the quality of work lives. Students will draw on current events and research and their own personal experiences within their organizations. (Summer).

MG 622. Advanced Business Plans for New Ventures. (3 Credits)

This course focuses on the development of an entrepreneurial business plan for a new business venture or existing business. The student will develop an extensive business plan that may be used for presentation to venture capital personnel when searching for funding of new ventures or existing businesses. (Offered on sufficient demand).

MG 623. Corporate Entrepreneurship/Intrapreneurship. (3 Credits)

This course focuses on the concepts and skills necessary to establish and sustain entrepreneurial and creative functions within the existing corporation. Major topics include identifying promising business ideas, overcoming resistance to corporate entrepreneurship, evaluation of the fit between the venture and the organization, acquisition of support and resources within the organization. (Offered on sufficient demand).

MG 624. Organizational Behavior. (3 Credits)

Organizational behavior is the study of human behavior in organizations. The course is devoted to understanding individual and group behavior, interpersonal processes and organizational dynamics with the goal of improving the performance of organizations and the people in them. Key topics will include: applied motivation, team performance, leadership, decision-making, managerial communications, change and conflict management, managing organizational culture, and the underlying importance of ethics in all organizational activities. Prerequisite: MG 600. (Offered on sufficient demand).

MG 627. Research and Report Writing. (3 Credits)

A critical review of research methods in the business disciplines. Subjects discussed include nature and sources of secondary data, primary data collection techniques, research design, sample selection, and/or model building. Further, students will explore and prepare various accounting, financial, and general business forms, statements, and reports applicable to business research. Also listed as CIS 627, EC 627, FI 627, and MK 627 but creditable only in field for which registered. (Offered on sufficient demand).

MG 632. Advanced Concepts in Global Business. (3 Credits)

This course will focus on advanced concepts in the international trade in goods and services with particular attention to the foundations of international trade. It will delve into the best practice procedures in importing and exporting, as well as commercial practices in the same. It will also address opportunities in foreign investments and the different means to enter and expand global business. Students will garner a strong foundation in sophisticated global business transactions and attendant systems. Prerequisites: EMB 682. (Spring)

MG 640. Management Policy. (3 Credits)

Synthesis of the materials in the functional and managerial areas from the viewpoint of top management. Course objectives are accomplished through relevant case studies. Prerequisite: must have completed 15 hours of graduate work prior to this course including AC 626 or FI 630. (Fall, Spring, Summer).

MG 642. Problems in Small Business Operations. (3 Credits)

Investigation of problems peculiar to small business firms in the functional areas of accounting personnel, finance, production, marketing, and general management. Actual business consultation required. (Offered on sufficient demand).

MG 645. Employment Relations. (3 Credits)

A course designed to analyze, synthesize, and evaluate the major federal and state laws that impact the modern work environment. Students will draw upon new insights in the human resources management discipline to summarize and evaluate the legislation and laws regulating the employee/employer relationship. (Offered on sufficient demand).

MG 648. Human Resources Management. (3 Credits)

An intensive study of the personnel functions: recruitment, selection, training and development, performance appraisal, compensation, and labor relations. Particular attention will be given to motivational consequences of HRM activities. The impact of employment laws on the organization will also be discussed. (Fall).

MG 651. Special Topics. (1-3 Credits)

MG 658. Strategic HR Planning and Development. (3 Credits)

This course takes a two-part approach toward understanding the relationship between core elements of an organization's competitive strategy and its human resource activities and capabilities. First, this course examines the various ways core HR functions directly support the development, execution, and effectiveness of business and corporate strategies. Second, this course focuses on the development and application of HR metrics for workforce development, decision making, and human capital investment. The objectives of this course are to enable the graduate student to better understand how to leverage HR competencies for increased business corporate performance in a globally competitive environment. Prerequisite: MG 648. (Spring).

MG 662. Global Entrepreneurship and Business Expansion. (3 Credits)

This course will address entrepreneurial activity in a global context. Students will garner an understanding of what entrepreneurial endeavor involves, and how it may be applied globally to multiply potential business opportunity. The course will be grounded in case studies and address myriad paths to business excellence and success by exploring how global trade in goods and services as well as using the internet and sophisticated investment platforms can be utilized to scale up any business rapidly around the world. Prerequisite: EMB 682 (Summer)

MG 665. Issues in Health Care Management. (3 Credits)

A forum to increase understanding of contemporary issues related to health care management. The course surveys selected current issues in health care management and policy at the regional, national and international levels. The course will also focus on current thinking and debate regarding health care reform in the U. S., using the course text and other readings as resource material. Also listed as MK 665 but creditable only in field for which registered. (Summer).

MG 668. Advanced Personnel Management. (3 Credits)

This course will approach the global challenges of assessing and managing employee performance from an evidence-based perspective. Drawing from core industrial-organizational psychology and organizational behavior disciplines, this course will explore in-depth the research findings and applied methodologies associated with managing and improving key work performance outcomes. Course activities are designed to enable managers and supervisors to better understand the interrelationships between job performance, management decision making, and key social and behavioral concepts as they relate to individual and group performance based goal setting, feedback, and behavior modification. Prerequisite: MG 602 or MG 648. (Summer)

MG 670. Developing High Performance Teams. (3 Credits)

This course investigates the issues of becoming an effective leader and developing teamwork within organizations. The student will explore the leader-member relationship, the nature of productive teamwork, the challenges of virtual and global teams, conditions and abilities that improve accurate and effective communication, successful ways of managing conflict, to resolve issues, and the nature of experiential learning. (Fall, Spring, Summer).

MG 675. Seminar in Negotiation and Conflict Resolution Strategies. (3 Credits)

This course will explore the concept of negotiation in numerous business environments. Attention will be paid to topics such as strategies and tactics, nonverbal communication, and ethical and cultural aspects. Other forms of conflict resolution used in business, such as mediation and arbitration will also be addressed, and the design of conflict management programs will be examined. Also listed as MK 675 but creditable only in field for which registered. (Spring).

MG 680. International Experience/Internship. (3 Credits)

Study abroad experience to include structured group visits to businesses and business centers; lectures delivered by managers involved in international trade, internship experiences, and/or structured participation in a university sponsored academic program. Also listed as AC 680, CIS 680, EC 680, FI 680, and MK 680, but creditable only in field for which registered. Prerequisite: approval of the department chair and internship coordinator. (Fall, Spring, Summer).

MG 685. Cases in Applied Project Management. (3 Credits)

This course will explore more deeply project management practices in today's business environment. Students will examine topics covering scope management, time management, cost management, quality management, human resource management, communication management, risk management, procurement management and stakeholder management. Emphasis will be placed on global projects managed by virtual teams. Prerequisite: MG 585. (Spring).

MG 691. International Business. (3 Credits)

Course provides the opportunity to examine the management practices of executives in multinational firms. Students will analyze the policies and strategies employed by successful international firms in an increasingly global marketplace. Also listed as MK 691 but creditable only in field for which registered. (Spring).

MG 695. Strategic Planning for Health Care Management. (3 Credits)

A capstone course integrating the functional areas of health care management. The role and techniques of strategic planning in the health care industry will be emphasized. Course objectives will be accomplished through lecture, reading, simulation, case analysis and case presentation. (Spring).

MG 698. Independent Study/Research. (1-3 Credits)

Guided independent study and/or research in an area related to management. Prerequisite: approval of the department chair. (Fall, Spring, Summer).