MANAGEMENT (MGMT)

**MGMT 402 - BUSINESS ANALYSIS**  
This course provides the fundamental concepts of business analysis that are essential to the practice and further advanced study in the field. The course will cover the International Institute of Business Analysis BABOK® knowledge areas, business analysis skills and techniques. Topics will include business analysis planning and monitoring, elicitation, requirements management and communication, enterprise analysis, requirements analysis, solution assessment and validation. Cross-listed with INFS 402.  
Credits: 3  
Prerequisites: BADM 401 (may be taken concurrently)

**MGMT 403 - QUANTITATIVE ANALYSIS FOR MANAGERS**  
Covers quantitative techniques used in human resource management, market research, operations management, I/O psychology and other business research arenas. Students are provided both a conceptual understanding of the various statistical tests available and the ability to interpret the results of quantitative analyses which support decision-making in a business context. Topics include problem analysis, research design, data presentation, probability, regression analysis, statistical inference, and other related techniques. Cross-listed with ECON 436.  
Credits: 3  
Prerequisites: BADM 401 (may be taken concurrently)

**MGMT 405 - SOCIAL ENTREPRENEURSHIP I: CREATING THE VISION**  
This course is for students who will found or lead businesses that also have a social mission, or will advise or work with social entrepreneurs, as they seek to jointly create social and business value. It is the goal of this course to prepare students to lead companies that have embedded social missions and to engage various stakeholders that are at the nexus of business and social value. Cross-listed with SENT 405.  
Credits: 3

**MGMT 406 - SOCIAL ENTREPRENEURSHIP II: IMPLEMENTATION**  
In Social Entrepreneurship II, we actually become social entrepreneurs by studying the everyday structural, legal and financial challenges associated with launching a business enterprise in its efforts to create social impact. Students will take their business model from Social Entrepreneurship I, and further develop it by performing additional market research, prototyping and practicing continuous investor initiatives. Students will work through issues of market analysis, technology viability assessment, competitive positioning, team building, product life cycle planning, marketing strategy and financing, with a major emphasis on learning how to attract investment capital. Cross-listed with SENT 406.  
Credits: 3  
Prerequisites: MGMT 405 or SENT 405

**MGMT 407 - EXECUTIVE LEADERSHIP**  
Principles of organization required for successful management and the ability to lead subordinates. Topics include employee motivation, leadership theories, ethics, decision making, conflict management, group dynamics, power and politics, and organization culture.  
Credits: 3  
Prerequisites: BADM 401 (may be taken concurrently)

**MGMT 420 - CORPORATE SOCIAL RESPONSIBILITY**  
Students will explore the challenges inherent in creating and leading organizations that perform well financially as well as environmentally and socially. The course will cover contemporary challenges in ethics, corporate social responsibility (CSR) and sustainability; a company’s CSR strategy is an important factor in attracting top talent. Employees as well as customers are seeking organizations that are focused on the triple bottom line: people, the planet and revenue.  
Credits: 3  
Prerequisites: BADM 401 (may be taken concurrently)

**MGMT 421 - OPERATIONS MANAGEMENT**  
Managerial issues in operations including management of technology, operations strategy for both manufacturing and service industries, and management for quality. Case studies.  
Credits: 3  
Prerequisites: MGMT 403 and BADM 401

**MGMT 422 - BEHAVIORAL SCIENCE SYSTEM FOR MANAGEMENT**  
Current concepts in behavioral science applied to human relations in business organizations. Employee needs and job characteristics, methods of motivation, job enlargement and enrichment, goal-oriented management, effect of systems approach to management of employee and organization structure, administration of employee and executive development programs. Cross-listed with HRM 423.  
Credits: 3  
Prerequisites: MGMT 403 and BADM 401

**MGMT 423 - BEHAVIORAL SCIENCE SYSTEM FOR MANAGEMENT**  
Current concepts in behavioral science applied to human relations in business organizations. Employee needs and job characteristics, methods of motivation, job enlargement and enrichment, goal-oriented management, effect of systems approach to management of employee and organization structure, administration of employee and executive development programs. Cross-listed with HRM 423.  
Credits: 3  
Prerequisites: MGMT 403 and BADM 401

**MGMT 432 - LABOR AND EMPLOYEE RELATIONS**  
Course focuses on both unionized and non-unionized employee relations. Labor relations portion focuses on labor law, union structures, collective bargaining process, collective bargaining agreement features, grievance handling, analysis of labor-management conflict, and conflict resolution options. Non-union employee relations portion focuses on developing policies designed to create a productive, supportive work environment for employees, specifically examining how employees and supervisors resolve conflicts and communicate to achieve a climate that enhances performance. Cross-listed with HRM 432.  
Credits: 3  
Prerequisites: HRM 400 or HRM 405

**MGMT 440 - BUSINESS PLAN & STRATEGY NEW VENTURES**  
Applied course in entrepreneurship. Selection and evaluation of a specific business concept; research into industry trends, competition, and the target market; marketing strategies. The completed business plan is presented in written and oral forms. Cross-listed with MKTG 440.  
Credits: 3  
Prerequisites: MKTG 406

**MGMT 445 - BUSINESS FORECASTING**  
All businesses must plan for the future if they want to stay in business. Since the future is so unpredictable, if we accept what it is, without at least preparing for it, we will likely be on a course toward failure. This course explains forecasting procedures that have been proven useful for business planning and decision making. It deals with regression, the seven cardinal pitfalls of regression and suggested remedies, autocorrelation, dummy variables, Box-Jenkins procedures, and it demystifies the Greeks. You will be introduced to some required theory and modeling techniques, as well as use powerful statistical software as a business tool. You will receive considerable practice with hands-on cases at the enterprise, industry and macro-economic levels. In class presentations and written reports are expected.  
Credits: 3  
Prerequisites: MGMT 403 and BADM 401
MGMT 452 - INTERNATIONAL BUSINESS ENVIRONMENT ANALYSIS
International business environments inside and outside firms operating in several nations. Analysis of international economic, political, and cultural forces as they relate to marketing, financial, and manpower functions.
Credits: 3
Prerequisites: ECON 403

MGMT 453 - INTERNATIONAL MANAGEMENT & LEADERSHIP
The role that national culture plays in managing people and developing managerial systems at the multinational and global level. How different national/regional cultures affect issues such as employee motivation, teams and group dynamics, leadership, negotiation and conflict resolution, communication patterns, and approaches to organizational change.
Credits: 3
Prerequisites: MGMT 407

MGMT 454 - INTERNATIONAL EXPERIENCE
This course is for Graduate students who wish to have a significant international experience before they graduate. It is designed to help students appreciate global issues and to better understand cross-cultural challenges. This experience will include participation in classes, company tours and interaction with students and the faculty of the host university. Students will also take part in local cultural activities. Preparation for this weeklong experience will include at least two class sessions on the Saturdays prior to departure and a possible class session after returning from abroad. You may be required, but not limited, to research industries or companies, prepare for academic lectures and understand cultural differences between countries. Click on the red five-digit CRN for details.
Credits: 1-3
Course Notes: Consent of College of Business Advisor required.

MGMT 456 - INTERNATIONAL MARKETING ANALYSIS
Extended case study of international marketing planning. Subtopics include overseas market selection, international aspects of demand analysis, product adaptation, channel selection, pricing behavior, promotion strategy, and organization. Export-import transactions, including transportation and logistics. Cross-listed with MKTG 456.
Credits: 3
Prerequisites: MGMT 452 and MKTG 406

MGMT 455 - ORGANIZATIONAL THEORY
Explores the relationship between organizational design, structure, and environment. Specifically examines how environmental turbulence, changes in strategy and technology, and organizational maturity impact the internal functioning and structure of the contemporary organization. Innovative managerial practices will also be discussed and analyzed.
Credits: 3
Prerequisites: MGMT 407

MGMT 457 - ORGANIZATIONAL CHANGE AND DEVELOPMENT
Managerial and strategic issues involved with implementing innovation and change in contemporary business organizations. The entire change process from problem diagnosis and needs assessment through evaluation. Models of change and techniques for change at the individual, departmental, and organizational levels; managing resistance to change.
Credits: 3
Prerequisites: MGMT 407

MGMT 458 - PROJECT MANAGEMENT
Applied approach to the study of project management. An integrative framework for understanding principles and practices of project management, including origins, applications, and philosophy. The role of project management in organizations; the use of teams in and implementation of project management practices. Cross-listed with INFS 488.
Credits: 3
Prerequisites: INFS 401

MGMT 460 - STRATEGIC INNOVATION & NEW PRODUCT DEVELOPMENT
The development of new products (goods or services) is an intensive process. This course examines that process from the marketing perspective and identifies the key points of contact and influence with management, finance, organizational policy, and strategic planning. This course is very much concerned with ideas and how to select the best ideas and make them a reality, using strategies and tools that are considered best practices.
Credits: 3
Prerequisites: MGMT 403

MGMT 461 - INTERNATIONAL MANAGEMENT & LEADERSHIP
The role that national culture plays in managing people and developing managerial systems at the multinational and global level. How different national/regional cultures affect issues such as employee motivation, teams and group dynamics, leadership, negotiation and conflict resolution, communication patterns, and approaches to organizational change.
Credits: 3
Prerequisites: MGMT 407

MGMT 463 - INTERNATIONAL EXPERIENCE
This course is for Graduate students who wish to have a significant international experience before they graduate. It is designed to help students appreciate global issues and to better understand cross-cultural challenges. This experience will include participation in classes, company tours and interaction with students and the faculty of the host university. Students will also take part in local cultural activities. Preparation for this weeklong experience will include at least two class sessions on the Saturdays prior to departure and a possible class session after returning from abroad. You may be required, but not limited, to research industries or companies, prepare for academic lectures and understand cultural differences between countries. Click on the red five-digit CRN for details.
Credits: 1-3
Course Notes: Consent of College of Business Advisor required.

MGMT 465 - INTERNATIONAL MARKETING ANALYSIS
Extended case study of international marketing planning. Subtopics include overseas market selection, international aspects of demand analysis, product adaptation, channel selection, pricing behavior, promotion strategy, and organization. Export-import transactions, including transportation and logistics. Cross-listed with MKTG 456.
Credits: 3
Prerequisites: MGMT 452 and MKTG 406

MGMT 466 - ORGANIZATIONAL THEORY
Explores the relationship between organizational design, structure, and environment. Specifically examines how environmental turbulence, changes in strategy and technology, and organizational maturity impact the internal functioning and structure of the contemporary organization. Innovative managerial practices will also be discussed and analyzed.
Credits: 3
Prerequisites: MGMT 407

MGMT 470 - ORGANIZATIONAL CHANGE AND DEVELOPMENT
Managerial and strategic issues involved with implementing innovation and change in contemporary business organizations. The entire change process from problem diagnosis and needs assessment through evaluation. Models of change and techniques for change at the individual, departmental, and organizational levels; managing resistance to change.
Credits: 3
Prerequisites: MGMT 407

MGMT 472 - CEO, TOP MANAGEMENT, AND THE BOARD
This course emphasizes the relationships between the CEO, the organization's top management, and the board of directors. The duties and responsibilities of each will be discussed as they relate to strategy formulation and implementation.
Credits: 3
MGMT 490 - MULTIDIVISIONAL ORGANIZATIONS
A case-oriented course integrating the problems and approaches to formulation and implementation of strategy in the context of a total enterprise. Case about large and small, profit and nonprofit multidivisional organizations will be examined. Students will perform organizational mission and objective determination; industry ethics and social responsibility; strategy and competitive advantage; and strategy and various forms of diversification. The course is built on team analysis and presentations. Decision-making from a top management point of view requires knowledge and skills from prior graduate studies.
Credits: 3
Prerequisites: MGMT 489

MGMT 491 - SPECIAL TOPICS IN MANAGEMENT
Content varies. Check class schedule for specific topics and prerequisites by clicking on the red five-digit CRN.
Credits: 1-3

MGMT 492 - PROFESSIONAL MANAGEMENT INTERNSHIP
A supervised professional learning experience at a business or non-profit site. Must be arranged with internship coordinator and/or program director. Maximum of 3 credit hours can be applied to graduate business program.
Credits: 1-3
Attributes: Transformational Service Learning
Course Notes: Internship requirements vary by assignment, consent is, required by the Internship Coordinator, George Seyk, at gseyk@roosevelt.edu

MGMT 493 - SEMINAR IN MANAGEMENT
Credits: 3

MGMT 495 - MANAGEMENT INDEPENDENT STUDY
Intensive study of a management topic under the direction of a management faculty member. Project is selected by the student with approval of the supervising faculty member, department chair, and dean.
(1-3)
Credits: 1-6
Course Notes: Consent of Instructor and Academic Head