

# MANAGEMENT (MGT)

# Course numbers with the # symbol included (e.g. #400) have not been taught in the last 3 years.

## MGT 520 - Topics in Management

**Credits:** 4

Special topics, vary by semester.

**Repeat Rule:** May be repeated for a maximum of 8 credits.

**Grade Mode:** Letter Grading

## MGT 535 - Organizational Behavior

**Credits:** 4

Application of behavioral science concepts to work settings in profit and nonprofit organizations. Individual settings behavior, interpersonal relations, work groups, relations among groups studied in the context of organizational goals and structure. Experiential focus. For non-business administration majors and minors.

**Equivalent(s):** MGT 580

**Mutual Exclusion:** No credit for students who have taken ADMN 575.

**Grade Mode:** Letter Grading

## MGT 540 - Leadership in the 21st Century

**Credits:** 4

This course provides students with the opportunity to explore leadership through multiple modes of inquiry and learning experiences. The emphasis is on students' development of their own philosophies of leadership through self-reflection, peer-to-peer dialogue, and experiential learning opportunities. This multi-modal learning experience better prepares students to take on 21st century leadership challenges.

**Equivalent(s):** MGT 585

**Grade Mode:** Letter Grading

## MGT 620 - Topics in Management

**Credits:** 4

Special topics, vary by semester.

**Repeat Rule:** May be repeated for a maximum of 12 credits.

**Grade Mode:** Letter Grading

## MGT 630 - Leading in Diverse Organizations

**Credits:** 4

This course is designed to help students navigate diverse organizational settings more effectively and improve their ability to work within and lead diverse teams and organizations. It also offers students the opportunity to develop their critical thinking on topics such as identity, relationships across difference, discrimination and bias, equality, and equity in organizations and society and how they relate to organizational issues of power, privilege, opportunity, inclusion, creativity and innovation and organizational effectiveness.

**Prerequisite(s):** PHIL 431 with a minimum grade of C- and ADMN 575 with a minimum grade of C-.

**Grade Mode:** Letter Grading

## MGT 640 - Human Resource Management

**Credits:** 4

This course introduces the fundamentals of Human Resource Management (HRM) and how HR is using data to drive decision making (People Analytics). HRM should be an essential part of any business strategy to be integrated into the traditional trio of finance, marketing and operations. In most organizations, Human resource related costs are by far the number one line of operating expenses. But to earn and maintain a seat at the table, and help make data-informed strategic decisions, HR partners will need to bring a solid knowledge about gathering the right data, choosing appropriate analysis, and interpreting and communicating findings in a meaningful way.

**Prerequisite(s):** ADMN 575 with a minimum grade of C- or MGT 580 with a minimum grade of C- or MGT 535 with a minimum grade of C-.

**Grade Mode:** Letter Grading

## MGT 642 - Talent Acquisition

**Credits:** 4

This course is designed to provide an understanding of organizational staffing and hiring with an emphasis on issues that impact staffing in modern organizations. It will cover multiple aspects of the staffing process, including recruitment, assessment, and selection methods and procedures. In addition, the utility of methods used in job analysis, performance measurement, and internal and external market analysis will be discussed. This course is project intensive; students will be responsible for creating job descriptions, developing recruitment strategies, and building basic selection systems.

**Prerequisite(s):** ADMN 575 with a minimum grade of C- or MGT 580 with a minimum grade of C- or MGT 535 with a minimum grade of C- or HMG 635 with a minimum grade of C-.

**Grade Mode:** Letter Grading

## MGT 655 - Doing Business Globally

**Credits:** 4

This course introduce students both the macro- and micro-level aspects of international business. Topics include the formal and informal institutions of global business, international trade and economic regional integration, foreign exchange and international monetary system, international strategies for entering foreign markets and managing global growth.

**Prerequisite(s):** ADMN 575 with a minimum grade of C- or MGT 535 with a minimum grade of C-.

**Grade Mode:** Letter Grading

## MGT 662 - Exploration in Entrepreneurial Management

**Credits:** 4

Examines the management of change and innovation, especially the role of entrepreneur in managing new ventures. Uses case analysis, guest speakers, and business plan preparation to study the characteristic behavioral, organizational, financial, and marketing problems of entrepreneurs and new enterprises.

**Attributes:** Writing Intensive Course

**Prerequisite(s):** (ADMN 575 with a minimum grade of C- or MGT 580 with a minimum grade of C- or MGT 535 with a minimum grade of C-) and (ADMN 585 with a minimum grade of C- or MKTG 550 with a minimum grade of C- or MKTG 530 with a minimum grade of C-) and (ADMN 502 with a minimum grade of C- or ACFI 501 with a minimum grade of C- or ACCT 501 with a minimum grade of C-).

**Equivalent(s):** MGT 732, MGT 733

**Grade Mode:** Letter Grading

**MGT 666 - Strategic Negotiation and Conflict Management****Credits:** 4

Negotiation is the art and science of securing agreements between two or more interdependent parties seeking to maximize their outcomes. Negotiating and decision-making are essential managerial skills, necessary for influencing employees and stakeholders. This course will draw on the latest research, to help you learn how to negotiate successfully and with integrity. Topics covered include bargaining with one or more parties, influence strategies, ethical and social dilemmas, and negotiating with difficult people.

**Prerequisite(s):** ADMN 575 with a minimum grade of C- or MGT 580 with a minimum grade of C- or MGT 535 with a minimum grade of C-.

**Grade Mode:** Letter Grading**MGT 701 - Stakeholder Engagement & Sustainable Businesses****Credits:** 4

Demands on strategy have expanded in a new era of capitalism. Businesses must assume responsibility for addressing complex issues at the intersection of business and society. This course prepares students to drive change by leading purpose-driven businesses that engage all stakeholders, not just shareholders and management. Conscious capitalism and realizing that everything connects to everything else - ethics, economics, politics, culture, technology, environment - is the foundation for growing businesses while simultaneously solving global societal challenges.

**Prerequisite(s):** ADMN 575 with a minimum grade of C-.

**Equivalent(s):** ADMN 701

**Grade Mode:** Letter Grading**MGT 713 - Leadership Assessment and Development****Credits:** 4

Activities and exercises to help students determine their ideal job upon graduation as well as their career goals for the next three to five years. Students learn a matrix of key leadership behaviors and skills that distinguish high-performing managers and executives. Each student's behavior is assessed using this model so that students can determine the leadership behaviors and skills they most need to develop to meet their early career goals. Faculty assist students in developing a personal leadership development plan to focus professional energy, efforts, and achievements over the next three to five years.

**Prerequisite(s):** ADMN 575 with a minimum grade of C-.

**Grade Mode:** Letter Grading**MGT 714 - Organizational Changemaker Skills****Credits:** 4

This course will leverage research from strategy, economics, organizational behavior, psychology, and sociology to understand organizations' dynamic and ever-changing nature. This multi-disciplinary view will cut across organizational levels to examine frame-breaking change at the macro level, like major strategy shifts to the more micro implications of team change like member churn. Students will learn how to diagnose organizational problems, communicate issues, options, and recommendations, and lead change efforts at the team and organizational level.

**Prerequisite(s):** ADMN 575 with a minimum grade of C-.

**Equivalent(s):** MGT 614

**Grade Mode:** Letter Grading**MGT #720 - Topics in Management II****Credits:** 4

Special topics, vary by semester.

**Repeat Rule:** May be repeated for a maximum of 12 credits.

**Grade Mode:** Letter Grading**MGT #720W - Topics in Management II****Credits:** 4

Special topics, vary by semester.

**Attributes:** Writing Intensive Course

**Repeat Rule:** May be repeated for a maximum of 12 credits.

**Grade Mode:** Letter Grading**MGT 733 - Launching New Ventures****Credits:** 4

This capstone course in the Entrepreneurial Studies option builds on business ideas developed during previous courses. Focused on developing a well-researched business plan and turning that into a high-quality "pitch", students have the opportunity to develop the skills needed to launch their own entrepreneurial venture, work for new ventures, and/or launch new ventures/products within an existing organization. Students will be part of UNH's Holloway Competition and will build relationships within New Hampshire's entrepreneurial ecosystem.

**Attributes:** Writing Intensive Course

**Prerequisite(s):** DS 741 with a minimum grade of C- and (MGT 742 with a minimum grade of C- or DS 742 with a minimum grade of C-).

**Equivalent(s):** MGT 662, MGT 732

**Grade Mode:** Letter Grading**MGT 740 - Strategic HR & Analytics****Credits:** 4

This course introduces the fundamentals of Human Resource Management (HRM) and analytical techniques most commonly used to make strategic HR decisions. While HR costs often are a company's number one operating expense, effective HR management is more than keeping costs down. HR professionals help shape a company's workforce and ensure that it has the skills and knowledge needed to successfully implement its strategy. Students will learn the analytical tools to make these decisions.

**Prerequisite(s):** ADMN 510 with a minimum grade of C- and ADMN 575 with a minimum grade of C-.

**Grade Mode:** Letter Grading**MGT 755 - Global Mindset for Sustainable Business****Credits:** 4

A global mindset is the awareness and skills needed to communicate and manage across cultures as well as understanding how national/cultural contexts shape views of ethics and sustainability. A global mindset is not just for students who will work overseas. Almost all businesses today have international suppliers and/or customers. The course will provide students with the theoretical understanding and practical tools they need to develop a global mindset using a combination of active learning experiences.

**Attributes:** Writing Intensive Course

**Prerequisite(s):** ADMN 575 with a minimum grade of C-.

**Grade Mode:** Letter Grading