MANAGEMENT • MGT

3000 Petroleum Land Management Practice (1) V Open only to petroleum land management majors. Required of petroleum land management majors; waived only by consent of department. Pass-fail grading. A minimum of 6 weeks of full-time employment by a firm participating in the program.

3001 Petroleum Land Management (3) V Practical and evidentiary aspects of petroleum land management; principles, and techniques derived from a synthesis of legal and geographical sciences; legal effects of various procedures of boundary locations for petroleum properties; petroleum land practices concerning utilization, a real association, and environmental impacts of drilling activity; use of topographical and historic maps, map compilations, historical cartography, air photos, archival records, and field techniques; some focus on coastal Louisiana and the Gulf South.

3111 Entrepreneurship (3) S Prereq.: senior standing. Principles of entrepreneurship: feasibility studies; financial and location analysis; marketing; promotion; management; venture capitalism; legal considerations.

3200 Principles of Management (3) Management functions, including planning, organizing, staffing/human resource management, leadership/interpersonal influence, and controlling in both domestic and international spheres.

3203 Independent Study: Advanced Management Topics (1-6) Prereq.: consent of instructor. May be taken for a max. of 6 sem. hrs. of credit. Independent research under direction of a faculty member.

3211 Business and Society (3) Prereq.: senior standing. Social roles of organizations whose primary function is the accumulation of profit; emphasis on current issues; historical development of business-society relationships.

3280 Management Internship (3) Prereq.: junior or senior standing. May be taken for a max. of 6 sem. hrs. of credit. Students supervised by a management faculty member and an approved business executive, will follow a predetermined schedule of activities while working for a business firm. Hands-on experience in the fields of management, human resource management, organizational behavior, small business management, entrepreneurship, and administrative practices.

3320 Human Resource Management (3) Prereq.: MGT 3200. Human resource functions, including planning, recruitment, selection, development, maintenance, and retaining of employees; issues of employee compensation.

3500 Introduction to Labor Relations (3) F S/M Management's response to organized labor in the workplace; emphasis on U.S. unionization development; government regulation of labor-management relations; union structure, political activity, collective bargaining, and contract administration.

3512 Franchising (3) S Prereq.: MGT 3200. Labor-management relations in government employment; variations in labor regulations in federal, state, and local government; role of third-party neutrals in public sector bargaining.

3513 Labor-Management Conflict and Cooperation (3) F Prereq.: MGT 3500. In-depth examination of issues important to labor management relations; topics include, but are not limited to, collective bargaining, alternative dispute resolution, union-management cooperation, and/or recent developments in labor-management relations.

3830 Strategically Managing Organizations (3) Prereq.: FIN 3715, MGT 3200, and MKT 3401. May be taken only during the final semester of course work. Analysis of strategic situations and decision making based on these analyses to ensure the success of for-profit and non-profit organizations.

4113 Small Business Management (3) F Prereq.: senior standing. A multidisciplinary approach to small business; business start-ups, accounting, finance, marketing, management, promotion, layout, retail management, location analysis, and international small business.

4114 Franchising Management (3) S Prereq.: senior standing. Understanding the franchising process; becoming a franchisor or franchisee; franchisor start-up, venture capital, finance, legal compliance, disclosure documents, franchise agreements, franchisee start-ups, franchisor-franchisee relationships, anti-trust laws, and international franchising.

4222 Employee Selection and Placement (3) S Prereq.: ISDS 2000 or equivalent. Staffing requirements, recruitment strategies, development and validation of selection procedures, classification and placement of employees; problems associated with person-job matching: socialization of new employees.

4233 Compensation Administration (3) F Prereq.: MGT 3320. Quantitative and nonquantitative methods of job evaluation; wage level, wage structure, incentive plans, and employee compensation.

4240 Multinational Management (3) Prereq.: MGT 3200 or equivalent. Management concepts and philosophical bases for international management operations; environmental dynamics, multinational business organizations, cultural constraints, organizational structures and processes, and conceptual systems of international operations.

4523 Legal Issues in Human Resource Management (3) S Prereq.: MGT 3320. An examination of the most significant laws and court rulings influencing companies' employment practices; topics include: anti-discrimination statutes, affirmative action, commonly committed workplace torts, occupational safety and health laws, workers' compensation, and wrongful termination.

4620 Human Behavior in Organizations (3) Prereq.: MGT 3200. Behavioral sciences applied to understanding human dynamics in organizations; focus on individual, interpersonal, group, and intergroup behavior; impact of human behavior on organizational effectiveness.

4701 Management of Innovation (3) V The competitive environment; innovative process and invention evaluation; anatomy of successful innovation; management of creativity; patenting innovation; social/cultural, organizational, and governmental influence on innovation.

4702 Managing Technology Transfer (3) V Models of technological transfer; mechanisms and barriers to technological transfer; technological transfer and industrial innovation; domestic and international aspects of technology transfer.

7000 Operations Management (3) See ISDS 7268.

7001 Management of Technology (3) See IE 7645.

7111 Entrepreneurship Management (3) F Investigation, analysis, and development of entrepreneurial feasibility studies and business plans.

7202 Business and Society (3) S/O Role of business in a societal context; changes occurring in business and resulting modifications of the relationship of business to society; roles of business viewed by business and society.

7203 Development of Management Thought (3) F-O Origin and growth of managerial concepts; contributions of leaders associated with major schools of management thought; scientific management, human behavior, social system, decision theory, and quantitative methods.

7212 Seminar in Contemporary Management Topics (3) V Prereq.: consent of instructor. May be taken for a max. of 6 hrs. of credit when topics vary.

7301 Seminar in Human Resources (3) S Role of human resource managers; their relationships with employees, the external environment, and top management.

7302 Reward Systems in Organizations (3) V Theories of motivation, reward, performance and behavior; their application to major issues regarding human resources allocation, development and utilization.

7401 International Business Management (3) F Theories and management of international operations; development of environmental, operational, strategic, and decision making perspectives.

7402 Comparative and Cross-Cultural Management (3) V Organizing, operating, and managing in other cultures and countries; multicultural environments and cross-cultural issues concerning multinational corporations; technological, economic, political, and societal issues; their influence on multinational management.

7500 Labor-Management Relations (3) F Primarily for master's level students. An examination of union-employer interactions in all phases of the industrial relations process including union certification elections, contract negotiation, and grievance administration; emphasis on application of course concepts through the completion of experiential learning exercises.

7600 Organizational Behavior (3) F-E Behavior of people within organizations; the environment within which organizations function; components of the behavioral unit; processes, interactions, and outputs of organizational behavior.

7620 Strategic Management of Health Care Organizations (3) Cross-listed with PADM 7620.

7700 Organization Theory (3) S/O Macro aspects of organizations; processes by which organizations are formed, structures used in their elaboration; internal processes; environmental considerations; organizational viability and renewal.

7800 Current Issues in Strategic Management (3) S Contemporary issues in strategic management theory and practice; emphasis on field projects that provide top-management problem-solving experience.

7811 Research Issues in Strategic Management (3) F-E Prereq.: MGT 7800 or equivalent. Strategic planning; issues including environmental scanning, goal formulation, strategic implementation, control, and evaluation in successful organizations.

8000 Thesis Research (1-12 per sem.) S/O “S”/“U” grading.

9000 Dissertation Research (1-12 per sem.) S/O “S”/“U” grading.

9201 Research Seminar I: Theory and Design of Organizational Studies (3) F-O Foundations of organizational research; philosophy of social science; theory building; research design; case-analysis; survey-experimentation; qualitative research methods.

9202 Pre-dissertation Research (1-9) May be repeated for credit. Pass-fail grading.

9204 Preseminar in Management (1) Required of all interested Ph.D. students. Pass-fail grading. May be taken for a max. of 3 sem. hrs. when topics vary.

9205 Preseminar in Management (2) Research and critical issues in profit organizations.

9224 Research Seminar II: Advanced Methods in Organizational Studies (3) S/E Prereq.: MGT 9201 and ISDS 7024 or consent of instructor. Psychometrics, reliability, and validity; structural equation methods; confirmatory factor analysis; mediators and moderators; archival research methods; meta analysis.

9800 Seminar in Advanced Business Problems (3) May be taken for a max. of 6 hrs. of credit when topics vary. Directed work in advanced topics.