

MANAGEMENT (MGT)

MGT 112E Fundamentals of Mgmt. (4 Credits)

This course serves as a basic introduction to the study of management. Students will study the managerial environment and the processes of planning, organizing, leading, motivating, and controlling. These fundamental principles are examined using current events and practices in the business environment. The course will emphasize management in the 21st century as it faces the challenges of globalization, diversity, technology, social responsibility, and ethics.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 112X Fundamentals of Mgmt. (4 Credits)

This course serves as a basic introduction to the study of management. Students will study the managerial environment and the processes of planning, organizing, leading, motivating, and controlling. These fundamental principles are examined using current events and practices in the business environment. The course will emphasize management in the 21st century as it faces the challenges of globalization, diversity, technology, social responsibility, and ethics.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 175 Management Concepts and Communication (3 Credits)

This course surveys management as a universal function including planning, organizing, motivation, leadership, and control. Special attention will be given to ethical, socially responsible management practices needed in today's globally networked organizations. Using business technology resources, students will develop the professional skills necessary to effectively analyze and present data and other information through networked media. They will demonstrate their competencies via presentations. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Restrictions: Enrollment is limited to Undergraduate level students.

Fees: None

MGT 199 Management Elective (3 Credits)

Department: None

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 230 Human Resources Management (3 Credits)

This course examines the functions of human resource management within a business environment. Emphasis is placed upon the effective management of employees as a means of achieving organizational goals. Topics to be covered include the legal environment of human resources, planning and forecasting personnel needs, recruitment and employee selection, performance evaluation, employee motivational strategies, training and development, benefits management, compensation analysis and administration, labor relations in a union environment, safety and health, and employee termination. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: ENG 110.

Co-Requisites: None

Restrictions: Enrollment is limited to Undergraduate level students.

Fees: None

MGT 230X Human Resource Management (3 Credits)

This course examines the functions of human resource management within a business environment. Emphasis is placed upon the effective management of employees as a means of achieving organizational goals. Topics to be covered include the legal environment of human resources, planning and forecasting personnel needs, recruitment and employee selection, performance evaluation, employee motivational strategies, training and development, benefits management, compensation analysis and administration, labor relations in a union environment, safety and health, and employee termination. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: ENG 111X.

Co-Requisites: None

Restrictions: Enrollment is limited to Undergraduate level students.

Fees: 60

MGT 231E Human Resource Fundamentals (4 Credits)

This course examines the functions of human resource management within a business environment. Emphasis is placed upon the effective management of employees as a means of achieving organizational goals. Topics to be covered include the legal environment of human resources, planning personnel needs, recruitment and employee selection, performance evaluation, employee motivational strategies, training and development, benefits management, compensation analysis and administration, labor relations in a union environment, safety and health, employee termination, ethics, diversity, and the impact of globalization and technological changes. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 231X Human Resource Fundamentals (4 Credits)

This course examines the functions of human resource management within a business environment. Emphasis is placed upon the effective management of employees as a means of achieving organizational goals. Topics to be covered include the legal environment of human resources, planning personnel needs, recruitment and employee selection, performance evaluation, employee motivational strategies, training and development, benefits management, compensation analysis and administration, labor relations in a union environment, safety and health, employee termination, ethics, diversity, and the impact of globalization and technological changes. Offered as needed

Department: Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Fees:** None**MGT 240 Financial Management (3 Credits)**

This course seeks to develop the theoretical and practical uses of financial management principles including the concepts of risk, return and value. Coverage includes financial statement analysis, forecasting, working capital management, capital budgeting and long-term financing strategies. Offered as needed.

Department: Business, Management Leaders**Pre-Requisites:** (ACC 101).**Co-Requisites:** None**Restrictions:** Enrollment is limited to Undergraduate level students.**Fees:** None**MGT 265E Negotiation and Consensus (4 Credits)**

This course examines two common methods used to resolve conflicting interests: negotiation and consensus building. Students are introduced to a range of effective organizational communication tools, including negotiation, consensus facilitation, and dispute resolution practices. Students will become aware of their own and other's behavior in conflict situations and the effect or response that their communication has on others. Students will participate in a variety of negotiation cases, role-plays, and communication exercises that illustrate different conflict resolution styles and strategies. Offered as needed.

Department: Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Fees:** None**MGT 265X Negotiation and Consensus (4 Credits)**

This course examines two common methods used to resolve conflicting interests: negotiation and consensus building. Students are introduced to a range of effective organizational communication tools, including negotiation, consensus facilitation, and dispute resolution practices. Students will become aware of their own and other's behavior in conflict situations and the effect or response that their communication has on others. Students will participate in a variety of negotiation cases, role-plays, and communication exercises that illustrate different conflict resolution styles and strategies. Offered as needed

Department: Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Fees:** None**MGT 298 Special Topic in Management (3 Credits)**

Topic to be specified each semester course offered.

Department: Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Restrictions:** Enrollment is limited to Undergraduate level students.**Fees:** None**MGT 299 Business Law I (3 Credits)**

This course is intended to acquaint the student with the development of the law and legal reasoning. Students become familiar with legal terminology and concepts and the impact existing law has on business decision-making. Topics covered in the course include: an overview of the American legal system, Federal and State courts, constitutional law, business torts, crimes, contracts and the law of sales. Offered as needed.

Department: Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Fees:** None**MGT 301 Managerial Analysis and Decision Making (3 Credits)**

This course gives an in-depth look at various quantitative analytical techniques encountered in analyzing managerial problems and making effective decisions. Topics include linear programming, sensitivity analysis, Economic Order Quantity (EOQ) models, Reorder Point (ROP) analysis, production lot sizing, Material Requirement Planning (MRP), the just-in-time system, decision criteria, and creative problem-solving techniques. Offered as needed.

Department: Business, Management Leaders**Pre-Requisites:** ECO 260.**Co-Requisites:** None**Restrictions:** Enrollment is limited to Undergraduate level students.**Fees:** None**MGT 302 Operations Management (3 Credits)**

This course provides a basic overview of the operational and managerial issues encountered in the production of goods and services. Topics include production and inventory control, investment decision-making, capacity planning, logistics and transportation systems, facilities selection and layout, design, work methods, quality control, and Japanese and other contemporary methods of manufacturing. Students will be introduced to the use of quantitative techniques as decision tools for operations managers. Offered as needed.

Department: Business, Management Leaders**Pre-Requisites:** ECO 260.**Co-Requisites:** None**Restrictions:** Enrollment is limited to Undergraduate level students.**Fees:** None**MGT 304 Business Law II (3 Credits)**

This course continues the introduction of the business student to the various forms of business organizations and also emphasizes the laws of commercial paper and banking. Debtor/creditor rights and responsibilities are explored along with the rights of landlord and tenants. Topics covered include franchises, sole proprietorships, partnerships, corporations, checks and the banking system, secured transactions, creditor's rights and real property. Offered as needed.

Department: Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Restrictions:** Enrollment limited to students with a classification of Junior or Senior. Enrollment is limited to Undergraduate level students.**Fees:** None

MGT 305 Management Science (3 Credits)

This course gives an in-depth look at various quantitative analytical techniques encountered in analyzing managerial problems and making effective decisions. The major topics include linear programming, transportation, assignment, network models, project management, and decision analysis. Application of these techniques in functional areas such as production, marketing, finance, and accounting are covered. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: ECO 260.

Co-Requisites: None

Restrictions: Enrollment is limited to Undergraduate level students.

Fees: None

MGT 306 Business Anthropology (3 Credits)

This course is designed to examine the application of anthropological theories, methods, and knowledge to solve practical problems in today's highly competitive business environment. Students will learn how anthropological concepts, methods, and insights can be applied to identify and solve important business problems by reviewing the major areas of business anthropology combining theoretical issues with concrete ethnographic examples. The course is an exploration of the uses of anthropology to reform culturally insensitive organizational practices in the contemporary workplace and to identify culturally appropriate preferences to guide the innovation of new goods and services in businesses. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: INT 110.

Co-Requisites: None

Fees: None

MGT 310E Contemp. Mgmt. & Leadership (4 Credits)

This course examines the distinct traits and roles of leaders and managers, as well as the impact of each on successfully organizing and directing a business. The role of vision, commitment, empowerment, and emotional intelligence in leadership will be analyzed and applied to various corporate situations. Traditional and contemporary management theories, a systems approach to problem solving, and the four major roles of managers will be studied and applied. A review of current management practices, included Total Quality Management and Six Sigma, will afford insights into improving overall productivity and enhancing strategic advantage. Working individually and as groups, students will apply course content to both their current business roles and to pertinent case studies.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 310X Contemp. Mgmt. & Leadership (4 Credits)

This course examines the distinct traits and roles of leaders and managers, as well as the impact of each on successfully organizing and directing a business. The role of vision, commitment, empowerment, and emotional intelligence in leadership will be analyzed and applied to various corporate situations. Traditional and contemporary management theories, a systems approach to problem solving, and the four major roles of managers will be studied and applied. A review of current management practices, included Total Quality Management and Six Sigma, will afford insights into improving overall productivity and enhancing strategic advantage. Working individually and as groups, students will apply course content to both their current business roles and to pertinent case studies.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 321 Professional Etiquette and Image (3 Credits)

This course will explore the areas of business and professional etiquette and image so that students will understand and appreciate the critical role these play in the business environment. Basic skills and techniques will be discussed to enable students to better project a professional business image. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Restrictions: Enrollment limited to students with a classification of Junior or Senior.

Fees: None

MGT 325 International Business Strategy (3 Credits)

This course will look at how firms become and remain international in scope. The course deals with the experiences of firms of all sizes, and from many countries, as they come to grips with an increasingly competitive global environment when a home market perspective is no longer enough. Through carefully selected comprehensive case studies and integrated text material, this course bridges both the internationalization process and multinational management. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Restrictions: Enrollment limited to students with a classification of Junior or Senior.

Fees: None

MGT 330 Entrepreneurship (3 Credits)

This course introduces students to the opportunities and challenges associated with the creation and management of an entrepreneurial venture. It provides a foundation of business concepts that can help students identify and exploit business opportunities, start their own business, assist other entrepreneurs in starting or running a business, or contribute to entrepreneurial and innovative activities in an established organization. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: ACC 102 and MGT 175.

Co-Requisites: None

Restrictions: Enrollment is limited to Undergraduate level students.

Fees: None

MGT 335 Organizational Behavior (3 Credits)

This course is designed to enrich student's understanding of behavior in organizations. Course study draws on the behavioral and social sciences to explore organizational phenomena in terms of individuals, groups, and total organizational systems. The course stresses the role leadership plays in creating effective organizations, meeting employee needs, managing power relationships, and revealing meaning in contemporary organizations. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: MGT 175.

Co-Requisites: None

Fees: None

MGT 342 Personal Financial Planning (3 Credits)

This course provides an overview of the financial planning process. It introduces the importance of issues affecting financial management as well as the following topics in financial planning: analyzing a financial situation; capital accumulation methods; risk management; credit management; tax management; and investment management. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Restrictions: Enrollment limited to students with a classification of Junior or Senior.

Fees: None

MGT 362E Information Systems Management Theory (4 Credits)

This course provides an in-depth examination of IS organizational systems, the planning and decision processes, and how information is used for decision support in organizations. It covers quality and decision theory, information theory, and those practices essential for providing viable information to the organization. It outlines the concepts of IS for competitive advantage, data as a resource, IS and IT planning and implementation, change, and project management. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 362X Information Systems Management Theory (4 Credits)

This course provides an in-depth examination of IS organizational systems, the planning and decision processes, and how information is used for decision support in organizations. It covers quality and decision theory, information theory, and those practices essential for providing viable information to the organization. It outlines the concepts of IS for competitive advantage, data as a resource, IS and IT planning and implementation, change, and project management. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 366E Organizational Development and Behavior (4 Credits)

This case-study based course uses systems thinking to apply (advanced) organizational behavior concepts to real world problems and situations. Students will be asked to analyze the global implications of organizations, to distinguish between a business and the organization that conducts that business, and to develop proficiency in motivation and the creation of win-win environments. Students will use "framing" in decision-making models, analyze the traits of a learning organization perspective, and review the historical foundations of organizations. The final project requires synthesis of course concepts, as students act as an internal consultant to the CEO, recommending and evaluating various actions and their consequences. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 366X Organizational Development and Behavior (4 Credits)

This case-study based course uses systems thinking to apply (advanced) organizational behavior concepts to real world problems and situations. Students will be asked to analyze the global implications of organizations, to distinguish between a business and the organization that conducts that business, and to develop proficiency in motivation and the creation of win-win environments. Students will use "framing" in decision-making models, analyze the traits of a learning organization perspective, and review the historical foundations of organizations. The final project requires synthesis of course concepts, as students act as an internal consultant to the CEO, recommending and evaluating various actions and their consequences. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Fees: None

MGT 377 Field Experience I (3 Credits)

This internship course offers students a structured, supervised opportunity to design their own learning within the context of their program's expectations, goals and objectives for enhancing students' academic and professional development and the needs of their host organization. It provides both an observational and "hands-on" learning experience through participation in an internship, ideally in the field in which the student will be seeking employment. Students who are already on an established career path may enhance their visibility in the organization by completion of a special project related to their careers, subject to prior instructor approval. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: MGT 175, MKT 220 and MGT 240.

Co-Requisites: None

Restrictions: Enrollment limited to students with a classification of Junior or Senior. Enrollment is limited to Undergraduate level students.

Fees: None

MGT 377X Field Experience I (3 Credits)

This course provides the student with both observational and "hands-on" learning experience through participation in an internship, ideally in the field in which the student will be seeking employment. Students who are already on an established career path may enhance their visibility in the organization by completion of a special project related to their careers, subject to prior instructor approval. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: MGT 310X, ACC 304X and MKT 346X.

Co-Requisites: None

Restrictions: Enrollment limited to students with a classification of Junior or Senior.

Fees: 60

MGT 398 Special Topic in Management (3 Credits)

Topic to be specified each semester course offered.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Restrictions: Enrollment is limited to Undergraduate level students.

Fees: None

MGT 400 Financial Planning (3 Credits)

This course provides an overview of the financial planning process. It introduces the legal, ethical, and regulatory issues affecting financial planners, as well as the following topics in financial planning; analyzing a client's financial situation, capital accumulation methods, risk management, tax management, and investment management. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: (ACC 101).

Co-Requisites: None

Fees: None

MGT 410 Organization Development and Change (3 Credits)

This course explores the technologies of organization development primarily for the manager, secondarily for the leader, consultant and/or administrator. It is directed at understanding organizational intervention technologies and how to decide which of them might be most appropriate to a particular goal or need. It relates enhanced capability, improved performance, increased integration or heightened adaptability of an organization. This course is designed for prospective general managers who are likely to be participants in steering developmental change projects, for those managers who might work with OD specialists as clients and collaborators, and for those who wish to take a first step toward obtaining professional expertise in the practice of OD consultation. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Restrictions: Students with a classification of Freshman or Sophomore may **not** enroll. Enrollment is limited to Undergraduate level students.

Fees: None

MGT 415 Diversity in Organizations (3 Credits)

Management success in the twenty-first century requires an increased ability to lead people in diverse organizations, and a greater sensitivity to differences-and similarities-in a changing workplace and customer base. This course builds awareness of the developing issues relating to diversity and inclusion and enables students to develop skills for success in the work environment. Students will explore both visible and invisible dimensions of diversity including race, gender, ethnicity, age, religion, cultural Background, sexual orientation, education, disabilities, and others. The course draws on research and practice from various disciplines including psychology, leadership, human resource management, law, anthropology and sociology. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Restrictions: Enrollment limited to students with a classification of Junior or Senior. Enrollment is limited to Undergraduate level students.

Fees: None

MGT 420 Strategic Management I (3 Credits)

The course is the first of a two-course integrated capstone experience for business students that will teach managers to think and act strategically as well as prepare them for the final integration of all coursework in the second course in the series. The course focuses on how to gain competitive advantage and compete successfully in a global marketplace. Students will focus on the analysis of a first's external and internal environment, corporate mission vision, objectives and goals, analysis of strategic options and implementations of strategy. The course will also emphasize the cultural, ethical, political and regulatory issues faced in the business environment as well as the need for leadership for the successful management of strategic change. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Restrictions: Enrollment limited to students with a classification of Senior. Enrollment is limited to Undergraduate level students.

Fees: None

MGT 420X Strategic Management (3 Credits)

In the first half of this course, the concept of strategy will be thoroughly presented. Students will study the strategic management process so that in the second half of the course they will be able to fully analyze actual cases in strategic management. These cases will be drawn from all types of business and organizational situations. Offered as needed.

Department: Business, Management Leaders

Pre-Requisites: None

Co-Requisites: None

Restrictions: Enrollment is limited to Undergraduate level students.

Fees: 60

MGT 421 Strategic Management II (3 Credits)

The second part of a two-course integrated capstone experience for business students, this course will enable the student to experience the practical application of concepts learned in previous coursework. The course consists of three parts: 1. a series of case analysis discussion; 2. a business simulation game; and, 3. a final presentation. In the simulation, student teams will be responsible for developing a strategy to successfully compete with the other teams in their industry and to make all major operational decisions for their company. The final presentation should be seen as the culmination of the undergraduate business experience at Medaille College. For this presentation, student teams will do an extensive analysis of an existing business and report on their findings in both a written report to management as well as a full period presentation. It is expected that all coursework will be done to the highest professional standard. Offered as needed.

Department: Business, Management Leaders**Pre-Requisites:** MGT 420.**Co-Requisites:** None**Restrictions:** Enrollment is limited to Undergraduate level students.**Fees:** None**MGT 460 Business Ethics and Social Responsibility (3 Credits)**

This course explores business as a dynamic enterprise, interacting within the environment of governmental regulation, professional codes of conduct, individual personal value conflicts, and increasing social pressures. Special emphasis is placed on social responsibility and the changing environment of business operations in both the domestic and international arena. Offered as needed.

Department: Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Restrictions:** Enrollment limited to students with a classification of Junior or Senior.**Fees:** None**MGT 477 Field Experience II (3 Credits)**

This internship course offers students a structured, supervised opportunity to design their own learning within the context of their program's expectations, goals and objectives of enhancing students' academic and professional development and the needs of their host organization. This is a continuation of the business exposure completed in the Field Experience I. A minimum of 120 work hours is required, but the performance level of the assignment is expected to be higher than the level I assignment. Students may again elect to complete a project related to their careers, but it must be demonstrative of a higher-level competence and difficulty and approved by the program chair. Offered as needed.

Department: Business, Management Leaders**Pre-Requisites:** MGT 377.**Co-Requisites:** None**Restrictions:** Enrollment limited to students with a classification of Senior. Enrollment is limited to Undergraduate level students.**Fees:** None**MGT 498 Independent Study in Management (1-6 Credits)**

Topic to be specified each semester course offered.

Department: Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Restrictions:** Enrollment is limited to Undergraduate level students.**Fees:** None**MGT 498X Independent Study in Management (1-3 Credits)****Department:** Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Fees:** 60**MGT 499 Management Elective (Upper Level) (3 Credits)****Department:** None**Pre-Requisites:** None**Co-Requisites:** None**Fees:** None**MGT 542E Organizational Behavior and Development (3 Credits)**

This course examines the broad range of behavioral science theory that describes organizational culture in today's organizations. Focusing on the role that organizational culture plays in building successful organizations, it examines various structures, designs, and models, as well as the role of ethical and values-based organizations. The importance of social skill, managerial intelligence, conflict resolution, and negotiation is discussed, and students will analyze organizations relative to internal political systems.

Department: Business, Management Leaders**Pre-Requisites:** None**Co-Requisites:** None**Fees:** 65