Management Courses (MGMT)

Courses

Introduction to developing business applications using a modern business programming language. Emphasis on the fundamentals of the application development process, programming logic and logical structures, programming language syntax, program testing, and documentation. Prerequisite(s): MGMT 2080 (150:080). (Fall and Spring)

In-depth exploration of developing business applications using a modern business programming language. Various features of the language are introduced to solve an array of business problems through programming projects. Prerequisite(s): MGMT 2032 (150:032); MGMT 2080 (150:080). (Fall and Spring)

Introduction to management information systems. Includes introduction to hardware and data communication technology, software and data management, and business applications of the technology. (Fall, Spring, Summer)

MGMT 2091 (150:091). Introduction to Curriculum and Methods for Business Education — 1 hr.
Introduction to secondary level business curriculum. (Fall)

MGMT 3100 (150:100). Legal and Social Environment of Business — 3 hrs.
Introduction to law. Contracts, torts, business ethics, government regulation of business; includes administrative, antitrust, discrimination, international, and product liability law. Prerequisite(s): junior standing. (Fall, Spring, Summer)

Study of the common law of contracts and Article II of the Uniform Commercial Code. Prerequisite(s): junior standing. (Fall)

The Systems Development Life Cycle: understanding SDLC phases and applying the tools of systems analysis through a course project. Includes project management, requirements definition, process and data modeling, user interface design, testing, conversion, and implementation. Prerequisite(s): MGMT 2032 (150:032); junior standing. (Spring)

Introduction to communication skills expected in a general business environment, including interpersonal, group, presentational, electronic, non-verbal and written communication, as well as techniques for adjusting to the communication culture of U.S. business organizations. Prerequisite(s): ENGLISH 1005 (620:005) or ENGLISH 2015 (620:015); junior standing. (Variable)

MGMT 3117 (150:117). Field Experience in Business Teaching — 1 hr.
Field experience for those seeking licensure to teach Business Education at the secondary and postsecondary level. Includes cooperative work in keyboarding at elementary level and second experience at middle school level. Offered on credit/no credit basis only. Prerequisite(s): TEACHING 2017; EDPSYCH 2030 (200:030); TEACHING 3128; EDPSYCH 3148 (200:148); MEASRES 3150 (250:150) (Level II of Professional Education Sequence); junior standing. Corequisite(s): MGMT 3191 (150:191). (Spring)

MGMT 3120 (150:120). Database Management and Theory — 3 hrs.
Study of database theory and design and strategic, management of data and databases, relational models and normalization, Structured Query Language, and the use of a relational database. Prerequisite(s): MGMT 2032 (150:032); MGMT 2034 (150:034); MGMT 2080 (150:080); junior standing. Prerequisite(s) or corequisite(s): MGMT 3112 (150:112). (Fall)

Apply the Systems Development Life Cycle to a live development project. Emphasis on determining requirements, detailing design specifications, programming, testing, training, implementation, and documentation. Includes client relationship, team work, and project management. Prerequisite(s): MGMT 2032 (150:032); MGMT 2034 (150:034); MGMT 2080 (150:080); MGMT 3112 (150:112); MGMT 3120 (150:120); junior standing. (Spring)

MGMT 3127 (150:127). Decision Support, Analytics and Business Intelligence — 3 hrs.
Study of decision support applications. Topics include decision making, modeling, and support; DSS development tools with particular emphasis on spreadsheet applications; and organizational and social implications of decision support systems. Prerequisite(s): MGMT 2032 (150:032); MGMT 2034 (150:034); MGMT 2080 (150:080); MGMT 3112 (150:112); MGMT 3153 (150:153); junior standing. (Variable)

Study of advanced development tools and concepts, including markup languages, scripting languages, and/or Object Oriented Programming. Completion of projects. Prerequisite(s): MGMT 2032 (150:032); MGMT 2034 (150:034); MGMT 2080 (150:080); junior standing. (Variable)

Professional approaches to managing an organization's Information Systems. Development of effective IS policies and procedures; examination of existing and emerging technological and business strategies and issues. Emphasis on evaluation and communication skills. Prerequisite(s): MGMT 2032 (150:032); MGMT 2034 (150:034); MGMT 2080 (150:080); MGMT 3112 (150:112); junior standing. Prerequisite(s) or corequisite(s): MGMT 3120 (150:120). (Fall)

Understanding current uses of information systems and technology to support organizational goals; the impact of information systems on the organization. Emphasis on design and development of personal productivity tool applications. May not be taken for credit by MIS majors. Prerequisite(s): MGMT 2080 (150:080) or equivalent; junior standing. (Spring)
Management Courses (MGMT)

Study of contemporary organizational concepts and issues and their practical implications for managerial behavior. Prerequisite(s): junior standing. (Fall, Spring, Summer)

Principles of management of productive processes in both manufacturing and service industries. Topics include organizational structure, product selection, process design, capacity and location management, quality management, forecasting, inventory management, and job design. Prerequisite(s): ACCT 2120 (120:030); ACCT 2130 (120:031); MGMT 2080 (150:080); STAT 1772 (800:072) or equivalent; ECON 1021 (920:020); ECON 1011 (920:070); junior standing. (Fall, Spring, Summer)

Provides an overview of the processes and practices involved in recruiting and managing critical human resources. Educates a manager about essential HRM competencies needed for today's organizations. Prerequisite(s): MGMT 3153 (150:153); junior standing. (Spring)

Examination of the integrative management process of purchasing, producing, supplying, and distributing goods and services. Prerequisite(s): ACCT 2120 (120:030); ACCT 2130 (120:031); MGMT 2080 (150:080); MGMT 3153 (150:153); MGMT 3154 (150:154); STAT 1772 (800:072) or equivalent; ECON 1021 (920:020); ECON 1041 (920:053); ECON 1051 (920:054); ECON 1011 (920:070); junior standing. (Fall)

Effective thinking about organizational problems. Topics include critical thinking; problem identification, definition, and analysis; alternative generation and evaluation; negotiation; and design. Prerequisite(s): MGMT 3153 (150:153); junior standing. (Fall and Spring)

MGMT 3164 (150:164). Quality and Process Improvement — 3 hrs.
Management and improvement of product/service quality and organizational processes. Topics include quality management programs; total quality management; statistical process control; business process design; reengineering; benchmarking; and best practices research. Prerequisite(s): ACCT 2120 (120:030); ACCT 2130 (120:031); MGMT 2080 (150:080); MGMT 3153 (150:153); MGMT 3154 (150:154); STAT 1772 (800:072) or equivalent; ECON 1021 (920:020); ECON 1011 (920:070); junior standing. (Fall)

MGMT 3170 (150:170). Special Problems — 1-3 hrs.
Credit determined at registration. Student will choose one of the following areas: 1. (Fall, Spring, Summer)

MGMT 3179 (150:179). Cooperative Education — 1-3 hrs.
Compensated work experience in conjunction with an academic project conducted under faculty guidance. For majors only. May be repeated for maximum of 6 hours. Offered on credit/no credit basis only. Prerequisite(s): 2.70 cumulative UNI GPA; junior standing; consent of department head. (Fall, Spring, Summer)

Introduction to basic communication expected in a business environment including nonverbal, written, oral and presentational skills. These skills will focus on the essential concepts of financial literacy as identified in the Iowa Code. Prerequisite(s): ENGLISH 1005 (620:005) or ENGLISH 2015 (620:015); junior standing; CBA admittance. (Spring)

MGMT 3183. Leadership Skills — 3 hrs.
Foundations of leadership. Skill development through case analyses, role plays, and experiential learning. Assessment/development of leadership competencies. Team building, negotiation, and conflict resolution. Prerequisite(s): MGMT 3153 (150:153); junior standing. (Fall)

MGMT 3185. Project Management — 3 hrs.
Development of leadership skills through management of organizational projects from selection to implementation. Includes management of project cost, quality, schedule, scope, risk, and communications. Prerequisite(s): MGMT 3153 (150:153). (Fall and Spring)

Study of organizing processes and macro-social forces that shape them. Emphasis is given to elements of organization, how they shape collective action, and their implications for organization functioning and effectiveness. Prerequisite(s): MGMT 3153 (150:153); ECON 1041 (920:053); ECON 1051 (920:054); junior standing. (Variable)

MGMT 3189 (150:189). International Management — 3 hrs.
Problems of organizing, financing, and operating multinational enterprises, and impact of multinational business upon a world economy. Prerequisite(s): MKTG 2110 (130:101); MGMT 3153 (150:153); ECON 1031 (920:024) or ECON 1041 (920:053); junior standing. (Fall and Spring)

Curriculum development, motivation, specific presentation methods, and evaluation as applied to business programs. Prerequisite(s): TEACHING 2017; EDPSYCH 2030 (200:030); TEACHING 3128; EDPSYCH 3148 (200:148); MEASRES 3150 (250:150) (Level II of the Professional Education Sequence); junior standing. Corequisite(s): MGMT 3117 (150:117). Prerequisite(s) or corequisite(s): MGMT 2091 (150:091). (Spring)

Legal and practical examination of employee selection, dismissal, discrimination, health and safety, labor relations and associated human resource management issues. Prerequisite(s): MGMT 3100 (150:100) or MGMT 3101 (150:101) or equivalent; junior standing. (Fall)

MGMT 3914/5914 (150:114g). Communication Management — 3 hrs.
Design and management of communication functions to support business strategies. Topics include work information flow, integrated communication functions, knowledge management, supply chain communication issues, organizational culture, and communication diversity. Prerequisite(s): ENGLISH 1005 (620:005) or ENGLISH 2015 (620:015); junior standing. (Variable)

MGMT 3919/5919 (150:119g). Leadership and Human Relations — 3 hrs.
Study of leadership theories and practices for purpose of developing human resources within organizations. Provides opportunity to develop human relations skills. Prerequisite(s): junior standing. (Variable)
MGMT 3965/5965 (150:165g). Organizational Behavior — 3 hrs.
A systematic study of micro-level theoretical concepts and their
strategic and practical implications for understanding, analyzing, and
predicting individual and group behavior. Prerequisite(s): MGMT
3153 (150:153); junior standing. (Fall and Spring)

MGMT 3966/5966 (150:166g). Staffing and Employee
Development — 3 hrs.
Assessing staffing needs as part of strategic planning; maintaining
appropriately staffing levels: designing and implementing training and
development programs. Prerequisite(s): MGMT 3153 (150:153);
MGMT 3155; junior standing. (Fall)

MGMT 3968/5968 (150:168g). Compensation and Performance
Management Systems — 3 hrs.
Examination of the total compensation and performance management
systems at multiple levels. Key topics include wage determination,
salary structures, total rewards, performance assessment,
performance management, and performance improvement.
Prerequisite(s): MGMT 3153 (150:153); MGMT 3155; junior
standing. (Spring)

MGMT 3969/5969 (150:169g). Management Internship — 1-3 hrs.
Uncompensated work experience in conjunction with an academic
project conducted under faculty guidance. May be repeated for
maximum of 6 hours. Offered on credit/no credit basis only.
Prerequisite(s): 2.70 cumulative UNI GPA; junior standing; consent of
department head. (Fall, Spring, Summer)

MGMT 3974/5974 (150:174g). Business, Ethics, and Society — 3
hrs.
Application of ethical principles and analytic methods to managerial
decision-making and contemporary issues in business. Examination of
the roles business does and should play in society. Specific topics will
vary, in accordance with current events. Prerequisite(s): MGMT 3100
(150:100); junior standing. (Fall and Spring)

MGMT 3984/5984. Dynamics of Negotiations — 3 hrs.
Study of one-on-one and group deal-making processes of negotiation
and conflict management skills as practiced in different settings
faced by future leaders and managers. Prerequisite(s): MGMT 3153
(150:153); junior standing. (Spring)

Study of strategy formulation and implementation processes. Focus on
the application of integrative approaches to management through case
analysis. For senior business majors. Prerequisite(s): completion of all
other courses in the "business core"; ACCT 2120 (120:030); ACCT
2130 (120:031); MKTG 2110 (130:101); MGMT 2080 (150:080);
MGMT 3100 (150:100); MGMT 3153 (150:153); MGMT 3154
(150:154); FIN 3130/5130 (160:151g); STAT 1772 (800:072) or
equivalent; ECON 1021 (920:020); ECON 1041 (920:041); ECON
1041 (920:041); ECON 1051 (920:051); MKTG 2110 (130:101);
junior standing. Prerequisite(s) or corequisite(s): ACCT 2120
(120:030); MGMT 3153 (150:153); junior standing. (Fall and Spring)

Discussion of emerging issues in developing a supply chain and
operations strategy for competitive success. Study of the roles of
technology, quality, and integrative logistics, in the context of
globalization of markets and procurement. Prerequisite(s): ACCT 2120
(120:030); ACCT 2130 (120:031); MKTG 2110 (130:101); MGMT
2080 (150:080); MGMT 3100 (150:100); MGMT 3154 (150:154);
STAT 1772 (800:072) or equivalent; ECON 1021 (920:020); ECON
1041 (920:041); ECON 1051 (920:051); junior standing. Prerequisite(s)
or corequisite(s): MKTG 3163 (130:161); MGMT 3161 (150:161); MGMT 3164 (150:164). (Spring)

MGMT 6249 (150:249). Management Information Systems
Concepts — 3 hrs.
Provides students with knowledge of the role of information systems
within an organization; systems, information and decision theory;
information systems applications including decision support; and
systems evaluation and selection. Prerequisite(s): consent of MBA
Director. (MBA Module II - begins mid-November and ends mid-
February)

MGMT 6250 (150:250). Strategic Planning and Organization
Analysis — 3 hrs.
Analysis of business organization, its environment, and the strategic
planning function. Should be taken in first semester of study.
Prerequisite(s): consent of MBA Director. (MBA Module I - begins
late August and ends mid-November)

MGMT 6260 (150:262). Strategic Management of Human
Resources — 3 hrs.
Principles of organizational behavior applied to managerial practices;
strategic management of human resources to accomplish work and
maximize organizational effectiveness. Prerequisite(s): MGMT 3153
(150:153) or equivalent; consent of MBA Director. (MBA Module III
- begins mid-February and ends early May)

Analysis and design of business operational decisions in complex
production and service environments. Prerequisite(s): consent of MBA
Director. (MBA Module III - begins mid-February and ends early
May)

MGMT 6272 (150:274). Research and Analysis for Management
Decisions — 3 hrs.
Study of the tools and techniques for business research and data
analysis. Emphasis on applying the tools and techniques to determine,
define, and solve complex business problems and improve managerial
decision making. Prerequisite(s): consent of MBA Director. (MBA
Module I - begins late August and ends mid-November)

MGMT 6276 (150:276). Business Capstone Experience — 1 hr.
Analyze, solve, and present a solution to a complex, interdisciplinary
business problem. Prerequisite(s): consent of MBA Director. (MBA
Module III - begins mid-February and ends early May)

MGMT 6280 (150:280). Topics in Management — 1-3 hrs.
Selected topics in management. May be repeated for maximum of 6
hours. Anticipated typical credit of 1 hour. Prerequisite(s): consent of
MBA Director. (MBA Module III - begins mid-February and ends early
May)

Directed readings and reports. May be repeated for maximum of 4
hours. Prerequisite(s): consent of MBA Director. (MBA Modules I, II,
and III)

MGMT 6299 (150:299). Research — 1-6 hrs.
Prerequisite(s): consent of MBA Director. (MBA Modules I, II, and
III)