

## **MGT 4161: Organizational Communications**

### **3 Credit Hours**

*Prerequisite: MGT 3100, 60 credit hours with a minimum GPA of 2.0, and Admission to the Coles College Undergraduate Professional Program or student in a Coles College Partner Program that includes this course.*

This course develops student understanding of communication processes within organizations, increases ability to diagnose and deal with organizational communication problems, and enhances skills in using communication to improve individual, group, and organization-wide effectiveness.

## **MGT 4171: Employee and Labor Relations**

### **3 Credit Hours**

*Prerequisite: MGT 4002 and [Admission to the Coles College Undergraduate Professional Program] or [60 credit hours with a minimum GPA of 2.0 student in a Coles College Partner Program that includes this course]*

The study of employee and labor relations includes union organizing, collective bargaining, labor legislation, contract negotiation, grievance resolution, arbitration, and international labor movement issues. Alternative dispute resolution methods, cooperative labor/management policies and practices, and union-free work environments are covered.

## **MGT 4172: Compensation and Reward Systems**

### **3 Credit Hours**

*Prerequisite: MGT 4002 and [Admission to the Coles College Undergraduate Professional Program] or [60 credit hours with a minimum GPA of 2.0 student in a Coles College Partner Program that includes this course]*

Compensation systems and practices that attract, motivate, and retain employees are investigated in this course. Topical areas include wage and hour regulations, job evaluation, pay structure development, incentive systems, merit pay decision making, and strategic benefit systems design.