

Fall 2020 Course Descriptions as of 03/30/2020 08:12 PM

Information in Browse Course Catalog is subject to change. Information is term specific. Please refer to the appropriate term when searching for course content. Key to Course Descriptions may be found at: http://rcs.registrar.arizona.edu/course_descriptions_key.

Management & Organizations (MGMT)

MGMT 202: Ethical Issues in Business (3 units)

Description: This course will focus on exploring morality, ethics, and decision-making by looking at contemporary practices in business. Students will discover theoretical and practical ways to approach moral and ethical dilemmas in organizational life and improve their skills in moral reasoning and ethical decision-making.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

MGMT 291: Preceptorship (1 - 6 units)

Description: Specialized work on an individual basis, consisting of instruction and practice in actual service in a department, program, or discipline. Teaching formats may include seminars, in-depth studies, laboratory work and patient study.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study Required

Course typically offered:

Main Campus: Fall, Spring

MGMT 299: Independent Study (1 - 5 units)

Description: Qualified students working on an individual basis with professors who have agreed to supervise such work.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Equivalent to: MAP 299

Course typically offered:

Main Campus: Fall, Spring, Summer

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 299H: Honors Independent Study (1 - 3 units)

Description: Qualified students working on an individual basis with professors who have agreed to supervise such work.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Equivalent to: MAP 299H

Course typically offered:

Main Campus: Fall, Spring, Summer

Enrollment requirement: Student must be active in the Honors College.

Honors Course: Honors Course

Honors Course: Honors Course

MGMT 308: Augustus: Entrepreneur of Empire (3 units)

Description: A parallel study of ancient and modern entrepreneurial initiatives, this team taught Classics course/ management seminar will compare the first global economy and its first C.E. O., Augustus, Emperor of Rome, with modern counterparts.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Also offered as: CLAS 308

Course typically offered:

Main Campus: Fall, Spring

Home department: Religious Studies and Classics

Honors Course: Honors Contract

Honors Course: Honors Contract

MGMT 310A: Organization Behavior and Management (3 units)

Description: Integration of management and organization behavior concepts as applied to the administration of private and public organizations in various cultures.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 310A

Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Fall, Summer

Enrollment requirement: Adv Stdg: Accounting, Business Management, Business Economics, Finance, Marketing, MIS, Ops Management, General Business or Entrepreneurship.

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 310D: Leadership and Management Skills Development (3 units)

Description: Learn skills to deal with conflict, working with others, motivating and leading, and make effective decisions in leadership and managerial positions.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 310D

Recommendations and additional information: MGMT 310A.

Enrollment requirement: Adv Stdg: Business Management.

MGMT 330: Introduction to Human Resources Management (3 units)

Description: This course is designed to provide you with an understanding of human resource (HR) management. In addition to providing you with knowledge of HR management issues addressed by most managers, we will examine these issues from a broader organizational perspective.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

Online Campus: Fall, Summer

Enrollment requirement: Adv Stdg: Business Management.

MGMT 336: Leadership in Organizations (3 units)

Description: The objective of this class is to enhance students' understanding of what makes leaders effective in organizational settings. Most definitions of leadership suggest that effective leaders are those that: influence a group of individuals to achieve a common goal; improve the performance and attitudes of employees; motivate people to perform above and beyond the call of duty; and enhance organizational effectiveness. In this class, we will define leadership and leader effectiveness; explore the characteristics that influence leaders to emerge and be more effective; and identify the leader behaviors that research has found to be the most effective.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Also offered as: BNAD 336, HNRS 336, SGPP 336, SOC 336

Home department: Honors College

Enrollment requirement: Student must be active in the Honors College.

Honors Course: Honors Course

Honors Course: Honors Course

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 351: Sports Administration and Planning (3 units)

Description: This course covers issues related to the administrative tasks of planning, managing, budgeting and operating various types of sports programs. Topics covered include the administration and planning of college and professional sports programs and the use of budgeting as a management tool. The course will also include a discussion of the financial, ethical, and safety issues relevant to operating sports facilities.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Winter, Spring, Summer

Online Campus: Spring, Summer

Enrollment requirement: ECON 200 and (ACCT 200 or ACCT 250)

MGMT 352: Sport Tourism & Event Management (3 units)

Description: Sport tourism is the fastest growing sector in the global travel and tourism industry. This course offers rich experiential learning, event management studies of regional events / tournaments and analysis of major events.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: ECON 200 and (ACCT 200 or ACCT 250)

MGMT 353: Sports Negotiation and Compliance (3 units)

Description: The purpose of this course is to understand the theory and processes of negotiation, with particular emphasis on compliance at the college and professional levels. A basic premise of the course is that while a negotiator needs to possess adequate negotiation skills, a negotiator also needs to have a profound understanding of the context that the negotiation occurs in order to find an optimal solution to the negotiation. This is especially true in the sports negotiations because of the high visibility and complexity of the negotiations that occur in both amateur and professional sports.

Grading basis: Regular Grades

Career: Undergraduate

Flat Fee: \$45

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: ECON 200 and (ACCT 200 or ACCT 250)

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 354: The Business of College Sports (3 units)

Description: This course is designed to provide you with an understanding of the business side of college sports. You all have seen college sports on TV and/or in person, but in this course you will be taught the “behind the scenes” side of intercollegiate athletics “how revenue is generated, what the NCAA requirements are for each program, the differences between each division of the NCAA and how athletics departments are run/organized.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall

Enrollment requirement: ECON 200 and (ACCT 200 or ACCT 250)

MGMT 355: Sports Marketing Management (3 units)

Description: Marketing concepts and strategies unique to organizations in the sports industry; focus will be on the management of various marketing activities and creation of marketing plans for sports teams.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MGMT 355

Also offered as: MKTG 355

Course typically offered:

Main Campus: Fall, Winter, Spring, Summer

Online Campus: Summer

Enrollment requirement: ECON 200 and (ACCT 200 or ACCT 250)

MGMT 356: Sports Communication (3 units)

Description: This course integrates oral and written business communication as they relate to the business of sport. The course will provide knowledge and skill development related to foundational oral and written business communication. Additionally, it seeks to provide the student with an understanding of specialized communication techniques used in management and promotion of sport enterprises.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: ECON 200 and (ACCT 200 or ACCT 250)

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 357: The Lifecycle of Elite Athletes / Life During and After Sports (3 units)

Description: This course is designed to teach students about management principles in sports organizations, help students learn about the life cycle of elite athletes, and to help students navigate the life cycle in a successful manner.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Winter, Spring, Summer

Online Campus: Spring, Summer

Enrollment requirement: ECON 200 and (ACCT 200 or ACCT 250)

MGMT 358: Fundraising and Public Relations in College Athletics (3 units)

Description: The purpose of this course is to utilize research to understand the strategies in place for an effective fundraising program in an intercollegiate athletics setting. The intent of this class structure is to help you understand those strategies and tactics and help you develop your overall strategy, writing and communication skills, and an understanding of how fundraising is instrumental to an NCAA collegiate athletics program.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Winter, Spring, Summer

Field trip: None

Enrollment requirement: (ACCT 200 or ACCT 250) and ECON 200. Eller or IDS Sports Management student or Sports Management or Management Minor.

MGMT 359: Special Topics in Sports Management (3 units)

Description: Topics in Sports Management will examine various activities taking place in the field of sports management.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Repeatable: Course can be repeated a maximum of 2 times.

Course typically offered:

Main Campus: Fall, Winter, Spring, Summer

Online Campus: Summer

Enrollment requirement: ECON 200 and (ACCT 200 or ACCT 250)

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

Description: This course will provide students with both academic and real-world knowledge and experience in creating social impact. We will examine a variety of organizational structures including nonprofit, for profit, and hybrid organizations such as B corps, looking for best practices in social innovation. We will study how leaders create positive change by cycling through the social impact cycle, and we will learn about local organizations of various kinds and sizes and evaluate their efforts to innovate in addressing complex issues.

Main Campus: Fall, Spring

Main Campus: Fall

Enrollment requirement: Adv Stdg: Business Management or ESIC (Eller Social Innovation Certificate) student group.

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 382: Nonprofit Consulting (3 units)

Description: This course will provide students with real-world knowledge and experience in management consulting for nonprofit organizations. Specifically, students work in teams and use their business expertise to consult on projects with nonprofit organizations in the community. This action-based course provides students with the opportunity to work with organizations making a positive impact on the Tucson community. Students will learn through hands-on experiences with actual clients to develop resume building experiences and skills valued in the work place. Focused application of consulting, business-related research, and client management will be the emphasis of this course.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Seminar Required

Also offered as: ENTR 382

Course typically offered:

Main Campus: Fall, Spring

Home department: McGuire Center for Entrepreneurship

Enrollment requirement: Adv Stdg: Business Management or ESIC (Eller Social Innovation Certificate) student group.

MGMT 391: Preceptorship (1 - 6 units)

Description: Specialized work on an individual basis, consisting of instruction and practice in actual service in a department, program, or discipline. Teaching formats may include seminars, in-depth studies, laboratory work and patient study.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study May Be Offered
Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

Enrollment requirement: Adv Stdg: Accounting, Business Management, Business Economics, Finance, Marketing, MIS, Ops Management, General Business or Entrepreneurship.

MGMT 394: Practicum (3 units)

Description: The practical application, on an individual basis, of previously studied theory and the collection of data for future theoretical interpretation.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Equivalent to: MAP 394

Course typically offered:

Main Campus: Fall, Spring, Summer

Enrollment requirement: Adv Stdg: Business Management.

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 396H: Management Honors Special Topics Seminar (1 unit)

Description: An Honors special topics seminar course for Honors Active Juniors and Seniors. Course includes small group discussion, research, and presentations on a variety of management and organizations related special topics of interest. Current research, relevant issues, historical perspectives and guest speakers may be included. Honors sophomores may enroll with consent of the department.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Seminar Required

Repeatable: Course can be repeated a maximum of 2 times.

Course typically offered:

Main Campus: Fall

Enrollment requirement: Honors active Junior or Senior status.

Honors Course: Honors Course

Honors Course: Honors Course

MGMT 399: Independent Study (1 - 5 units)

Description: Qualified students working on an individual basis with professors who have agreed to supervise such work.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Equivalent to: MAP 399

Course typically offered:

Main Campus: Fall, Spring, Summer

Enrollment requirement: Adv Stdg: Business Management.

MGMT 399H: Honors Independent Study (1 - 3 units)

Description: Qualified students working on an individual basis with professors who have agreed to supervise such work.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Equivalent to: MAP 399H

Course typically offered:

Main Campus: Fall, Spring, Summer

Enrollment requirement: Adv Stdg: Business Management. Honors active.

Honors Course: Honors Course

Honors Course: Honors Course

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 402: Integrating Business Fundamentals with Ethics and Law in Management (3 units)

Description: An interdisciplinary analysis of how fundamentals of economics, finance, accounting, marketing, management and information technology each raise ethical and legal considerations in the business environment.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 402

Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Spring, Summer

Recommendations and additional information: BNAD 314R, MKTG 361, FIN 311, MIS 304.

Enrollment requirement: Adv Stdg: Accounting, Business Management, Business Economics, Finance, Marketing, MIS, Ops Management, General Business or Entrepreneurship.

MGMT 408: Compensation (3 units)

Description: Designed to provide an in-depth understanding of compensation policies. It will examine theoretical and practical aspects to compensation policies in organizations.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 408

Co-convened with: MGMT 508

Course typically offered:

Main Campus: Spring

Recommendations and additional information: MGMT 403.

Enrollment requirement: Adv Stdg: Business Management.

MGMT 420: Business Law (3 units)

Description: Law of Contracts; Principal-Agency (Employer-Employee) relationships; Unincorporated Business Associations-Partnerships; Limited Partnerships; Limited Liability Companies; Corporations; Property Rights and other subjects such as negotiable instruments; Wills and Probate of Estate.

Grading basis: Student Option ABCDE/PF

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management.

Special Exam: Special Exam Grade & Credit

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 428: Healthcare Consulting Skills (3 units)

Description: This course will provide students with hands- on experience in consulting for healthcare organizations. Students will work in teams and use their business expertise to consult on projects with community healthcare organizations. Projects will be sponsored and guided by clients from the business/healthcare community. Students will learn to manage project deliverables, client expectations, and outcome communications, thereby building valuable skills for their resumes. The emphasis of the course content will be the focused application of consulting skills, business related research, and client collaboration. Several times during the semester, class learning will be enhanced by presentations from outside experts who are well known in the healthcare consulting field.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Accounting, Business Management, Business Economics, Finance, Marketing, MIS, Ops Management, General Business or Entrepreneurship.

MGMT 430: Human Resources Policies (3 units)

Description: An integrative, case-oriented course focusing on problems and policies in the procurement, development, compensation, and motivation of personnel.

Grading basis: Regular Grades

Career: Undergraduate

Course Components:	Lecture	Required
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Equivalent to: MAP 430

Co-convener with: MGMT 530

Course typically offered:

Main Campus: Fall, Spring

Recommendations and additional information: MGMT 403.

Enrollment requirement: Adv Stdg: Business Management.

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 431: Human Resources Management in Services (3 units)

Description: Human resources issues when their employees and customers interact in a services environment.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 431

Co-convened with: MGMT 531

Course typically offered:

Main Campus: Spring

Recommendations and additional information: MGMT 310A and BNAD 314R or equivalent; MGMT 431.

Enrollment requirement: Adv Stdg: Business Management.

MGMT 432A: Applied Topics in Bargaining & Negotiations (3 units)

Description: To understand the theory and processes of negotiation to negotiate successfully in a variety of settings comfortable and adept in future negotiations.

Grading basis: Regular Grades

Career: Undergraduate

Flat Fee: \$52

Course Components: Lecture Required

Equivalent to: MAP 424, MAP 432A

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 432B: Bargaining and Negotiation in Organizations (3 units)

Description: Examination of the state of the art of bargaining and negotiation, and the development of bargaining skills in a wide variety of business and interpersonal settings.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 432, MAP 432B

Course typically offered:

Main Campus: Spring

Recommendations and additional information: MGMT 310A and BNAD 314R or equivalent, MGMT 432A.

Enrollment requirement: Adv Stdg: Business Management.

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

Description: This course is designed to help students acquire the skills and knowledge to become more effective managers of people in organizations. Students will learn effective people management practices, explore how these practices fit with an organization's strategy and structure, and equip students with some basic skills for applying these practices. Increasingly, the task of managing and developing people is shared between human resources and general managers. Therefore, whether a student's functional concentration is marketing, finance, information technology, operations management, or human resources, understanding how to manage people, and how an organization's context affects the effectiveness of people management practices, is critical for a manager's and their organization's performance.

Main Campus: Fall, Spring

Main Campus: Spring

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management.

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 437: Organizational Staffing (3 units)

Description: The primary purpose of this course is to provide an overview of the processes by which organizations staff positions from a pool of applicants.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 437

Course typically offered:

Main Campus: Fall, Spring

Recommendations and additional information: MGMT 310A, MGMT 403.

Enrollment requirement: Adv Stdg: Business Management.

MGMT 438: Health Care Organization and Management (3 units)

Description: This course focuses on the management and organization of health care delivery, particularly in the United States. The course examines the salient features of the health care context, the unique challenges these features produce for managers in that industry, and solutions that organizations have used to address those challenges. Micro to macro challenges and solutions are explored, with a particular emphasis on the ways that leadership, human resources, culture, operations, organization design, and strategy influence the quality, safety, and costs of care and the patient experience.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: PA 438

Also offered as: PA 438

Co-convened with: MGMT 538

Course typically offered:

Main Campus: Fall, Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

Description: The objective of this class is to enhance your understanding of what makes leadership effective in organizational settings. Although there are many different ways of defining leadership effectiveness, the majority of these definitions suggest that effective leaders are those that: improve the performance and attitudes of employees; motivate people to perform "above and beyond the call of duty;" and enhance organizational effectiveness. Thus, during the first half of this class, we will: (a) explore the criteria of leadership effectiveness, (b) identify those leader behaviors that have been found to be the most important ones for enhancing leadership effectiveness, and (c) explore how you can improve your own leadership "style." However, since leadership is dynamic, much of the material in the second half of the class will be directed at understanding some of the challenges that leaders face in different types of organizational and cultural environments.

Main Campus: Fall, Spring

Main Campus: Fall, Spring

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 444: Managing Groups and Teams (3 units)

Description: Application of behavioral science knowledge to group functioning in organizations with emphasis on perspectives from organizational behavior, social psychology and sociology.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 444, SOC 444

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 445: Interactive Behavior In Small Groups (3 units)

Description: Introduction and a critical survey of some of the essential ideas and concepts of n-person game theory and the experimental findings on strategic interaction in small groups. Attempts to combine theoretical, experimental, and applied perspectives.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 445

Co-convened with: MGMT 545

Course typically offered:

Main Campus: Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 448: Healthcare Entrepreneurship (3 units)

Description: In this course you will focus your business and entrepreneurial skills on contemporary healthcare challenges and opportunities. Through a series of readings, case studies, discussions, guest speakers, and assignments, you will explore a number of contemporary healthcare problems and identify entrepreneurial solutions to these problems.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Also offered as: ENTR 448

Co-convened with: MGMT 548

Course typically offered:

Main Campus: Fall, Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 450: Training and Development (3 units)

Description: Examines employee training and development as a systematic planned strategy for continuous expansion of employee competence, broadly defined, in order to meet organizational and individual goals.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 450

Co-convened with: MGMT 550

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 453: Communication and Organizational Change (3 units)

Description: Change is inherent in contemporary organizations. Some changes result from planned innovations, others are reactive to internal, industry, and environmental jolts and surprises. Some changes are minor and gradual; others are sudden and revolutionary. Regardless of the stimulus or type of change, managers and leaders must manage and communicate change effectively to achieve successful implementation and results. This is not easy because employees and other stakeholders often resist change due to uncertainty, deeply-rooted cultural values and norms, politics, and a variety of other potential barriers to change. This case-based class provides an understanding of change processes in organizations and teaches students how to develop successful communication strategies to effectively guide the change process.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Also offered as: ENTR 453

Co-convened with: MGMT 553

Course typically offered:

Main Campus: Fall, Spring

Home department: McGuire Center for Entrepreneurship

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 454: Management of Sales Operations (3 units)

Description: The sales function and its relationship to the total marketing program; sales strategies and objectives; development and administration of sales organizations; control and evaluation of sales operations.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Also offered as: MKTG 454

Course typically offered:

Main Campus: Fall, Spring

Recommendations and additional information: MKTG 361.

Home department: Marketing

Enrollment requirement: Adv Stdg: Marketing or Business Management.

MGMT 455: Exploring Management Problems in the Lab (3 units)

Description: The goal of the class is to expose students to various topics in management through laboratory simulations and demonstrations. The class will be organized in modules, each containing a laboratory simulation, analysis of results and output, class discussion and a written report.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 458: Conflict and Cooperation in the Dyad (3 units)

Description: Designed to provide an introduction and a general survey of the major concepts and ideas of two-person game theory and the major findings of experimental research. Focuses on the interaction of theoretical concepts and experimental research.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 458

Co-convened with: MGMT 558

Course typically offered:

Main Campus: Spring

Enrollment requirement: Adv Stdg: Business Management.

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 460: Human Resource Information Systems (3 units)

Description: This course will examine the strategic role of Human Resource Information Systems (HRIS) in the effective management of organizations. The focus of the course will be the determination of the organizational need for HRIS, the factors that assist in the selection and evaluation of an appropriate HRIS as well as an introduction to software application packages that produce reports for management decision-making. Student classroom experiences with specific software tools will be linked to critical needs in functional Human Resource Management (HRM) activities such as Performance Management, Compensation and Benefits, Equal Employment Opportunity and Affirmative Action, Labor Relations and Human Resource Planning as well as enterprise computing needs. The role of HRIS in current Information Management topics such as the Internet, Convergence, Privacy, Security, System Integration and Expert Systems will be explored.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 460, MIS 460

Also offered as: MIS 460

Course typically offered:

Main Campus: Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 463: Doing Business In /With Africa: A Cultural Perspective (3 units)

Description: Going into the 21st century, Africa, (along with Asia and Latin America), is often referred to as one of the emerging markets of the world. This recognition has cast Africa as occupying the last frontier market of modern international business and global capitalism. AFAS 463 Doing Business In/ With Africa is designed to provide cultural grounding and competency in Africa for students and professionals interested in conducting business and/or working with government agencies and non-profit organizations in Africa. Its focus, therefore, is the cultural aspect of the international business environment of Africa.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Also offered as: AFAS 463

Recommendations and additional information: Senior standing or recommendation of instructor.

Home department: Committee on Africana Studies

Honors Course: Honors Contract

Honors Course: Honors Contract

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 468: Persuasion in Entrepreneurial Contexts (3 units)

Description: Persuasion is central to organizations and business. Whether you are a supervisor trying to motivate an employee, a salesperson trying to land a client, a CEO inspiring organizational members toward a new vision, a marketing professional trying to create a product niche, or an entrepreneur attempting to garner financial support for a new venture, persuasion lies at the heart of organizational processes. This course is designed to develop student understanding of the role of persuasion in organizations and business settings.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Also offered as: ENTR 468

Course typically offered:

Main Campus: Spring

Recommendations and additional information: ACCT 200 or ACCT 250 or ECON 200 or MIS 111

Home department: McGuire Center for Entrepreneurship

MGMT 471: Strategic Management (3 units)

Description: A strategic management course that presents core concepts and theories of strategic management, and provides practical experience in applying methods of strategic management to actual business situations.

Grading basis: Regular Grades

Career: Undergraduate

Course Components:	Lecture	Required
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Equivalent to: MAP 471

Course typically offered:

Main Campus: Fall, Spring, Summer

Recommendations and additional information: Satisfaction of the upper-division writing proficiency requirement, MGMT 310A and BNAD 314R or equivalent, FIN 311, MKTG 361.

Enrollment requirement: Adv Stdg: Business Management.

Writing Emphasis: Writing Emphasis Course

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 475: Topics in Management (3 units)

Description: Critical examination of various research activities taking place in the field of management and organizational behavior.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Repeatable: Course can be repeated a maximum of 2 times.

Equivalent to: MAP 475

Course typically offered:

Main Campus: Fall, Spring

Recommendations and additional information: MGMT 310A and BNAD 314R or equivalent.

Enrollment requirement: Adv Stdg: Business Management.

MGMT 476: Influence in Organizational Contexts (3 units)

Description: This class is about the science and practice of becoming a better influence "detective", being a more effective agent of change, and better defending against influence attempts used against us when they are not desired. This class integrates research from organizational behavior, psychology, decision making, behavioral economics, marketing, advertising, and other disciplines to gain a more complete understanding of influence in a variety of organizational contexts

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Winter, Spring, Summer

Field trip: None

MGMT 478: Building a High Performance Company (1 unit)

Description: Understanding the career opportunities available in pursuit of technical degrees and the need for managerial leadership skills.

Grading basis: Student Option ABCDE/PF

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 478

Co-convened with: MGMT 578

Course typically offered:

Main Campus: Spring

Enrollment requirement: Adv Stdg: Business Management.

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 480: Gender, Leadership and Organizations (3 units)

Description: Survey of research on topics that have to do with gender and organizations. Topics include social determinants of career choice, perceptions and performance of men and women as managers, occupational sex segregation, work and family issues, implications of technological change for women's employment, affirmative action and comparable worth.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: GWS 480, MAP 480

Also offered as: GWS 480

Course typically offered:

Main Campus: Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 483: Marketing Planning and Operational Decision-Making (4 units)

Description: New product development; marketing programming and strategy; bargaining technique; individual and group decision-making processes.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 483, MKTG 483

Also offered as: MKTG 483

Course typically offered:

Main Campus: Spring

Recommendations and additional information: ECON 330, FIN 311, MKTG 361.

Enrollment requirement: Adv Stdg: Business Management.

MGMT 485: Decision Analysis (3 units)

Description: Basic tools to become a better decision maker in personal life and professional work.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 485, PLNG 485

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management.

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 486: Managerial Judgment and Decision (3 units)

Description: Application of behavioral decision frameworks to managerial and organizational decisions. Emphasis on recognizing common decision making errors and how to avoid them in order to improve decision making.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 486

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 488: Social Entrepreneurship (3 units)

Description: Focusing your business and entrepreneurial skills on social and/or environmental problem solving.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Lecture Required

Equivalent to: MAP 488

Also offered as: ENTR 488

Co-convened with: MGMT 588

Course typically offered:

Main Campus: Fall

Enrollment requirement: Adv Stdg: Business Management.

MGMT 491: Preceptorship (1 - 4 units)

Description: Specialized work on an individual basis, consisting of instruction and practice in actual service in a department, program, or discipline. Teaching formats may include seminars, in-depth studies, laboratory work and patient study.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study Required

Equivalent to: MAP 491

Course typically offered:

Main Campus: Fall, Spring, Summer

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 493: Internship (1 - 6 units)

Description: Specialized work on an individual basis, consisting of training and practice in actual service in a technical, business, or governmental establishment.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 2 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

Enrollment requirement: Adv Stdg: Business Management.

MGMT 493L: Legislative Internship (1 - 6 units)

Description: Working experience at the Arizona State Legislature; responsibilities draw upon student's area of major expertise and include preparing written and oral reports, summarizing legislative proposals, and providing information to legislators and legislative committees.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Equivalent to: MAP 493L

Course typically offered:

Main Campus: Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 496H: Honors Seminar (3 units)

Description: The development and exchange of scholarly information, usually in a small group setting. The scope of work shall consist of research by course registrants, with the exchange of the results of such research through discussion, reports, and/or papers.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Seminar Required

Repeatable: Course can be repeated for a maximum of 9 units.

Equivalent to: MAP 496A, MAP 496H

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management. Honors active.

Honors Course: Honors Course

Honors Course: Honors Course

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 496Z: University Management (3 units)

Description: This is an applied consulting class. This course will be provided to give students an insight into the inner-workings of the university, while demonstrating methods of improvement applicable to individual colleges. Course may count as a Business Management Major Elective. Please see the Business Management Advisor for substitution.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Seminar Required

Repeatable: Course can be repeated a maximum of 3 times.

Equivalent to: BAD 496Z, MAP 496Z, MGMT 496Z

Also offered as: BNAD 496Z

Home department: Eller Administration

Student Engagement Activity: Leadership

Student Engagement Competency: Innovation and Creativity

MGMT 498: Senior Capstone (1 - 3 units)

Description: A culminating experience for majors involving a substantive project that demonstrates a synthesis of learning accumulated in the major, including broadly comprehensive knowledge of the discipline and its methodologies. Senior standing required.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study Required

Equivalent to: MAP 498

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management.

MGMT 498H: Honors Thesis (3 units)

Description: An honors thesis is required of all the students graduating with honors. Students ordinarily sign up for this course as a two-semester sequence. The first semester the student performs research under the supervision of a faculty member; the second semester the student writes an honors thesis.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated for a maximum of 9 units.

Equivalent to: MAP 498H

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management. Honors active.

Honors Course: Honors Course

Honors Course: Honors Course

Writing Emphasis: Writing Emphasis Course

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 499: Independent Study (1 - 6 units)

Description: Qualified students working on an individual basis with professors who have agreed to supervise such work.

Grading basis: Alternative Grading: S, P, F

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Equivalent to: MAP 499

Course typically offered:

Main Campus: Fall, Spring, Summer

Enrollment requirement: Adv Stdg: Business Management.

MGMT 499H: Honors Independent Study (3 units)

Description: Qualified students working on an individual basis with professors who have agreed to supervise such work.

Grading basis: Regular Grades

Career: Undergraduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Equivalent to: MAP 499H

Course typically offered:

Main Campus: Fall, Spring

Enrollment requirement: Adv Stdg: Business Management. Honors active.

Honors Course: Honors Course

Honors Course: Honors Course

MGMT 501: Leadership in Organizations (2 units)

Description: This course focuses on the skills you will need to effectively lead and manage an organization. Our class may be different from other courses you may have encountered. We will take a decidedly experiential and applied approach to examining this topic. Our goal in this course is to learn how to translate theories into more specific competencies that will improve your ability to lead and manage groups and teams. We will feel successful if you walk away at the end of the semester with some usable skills that you can apply throughout your organizational lives.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Fall, Summer

Phoenix Campus: Fall, Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 502: Organizational Behavior (3 units)

Description: The interactions, effects, and interrelationships of managers, employees, and organizational structures and systems.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

Recommendations and additional information: Open only to students admitted to an Eller College of Management graduate program.

MGMT 503: Human Resource Management (2 - 3 units)

Description: Principles, methods, research relevant to management of an organization's human resources, with emphasis on employment psychology, training, development, compensation.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall

Recommendations and additional information: MGMT 310A and BNAD 314R or equivalent, or MGMT 502.

MGMT 503E: Strategic Human Resources (2 units)

Description: The overarching objective of this course is to prepare students to become more self-aware and to be better managers of people in organizations. Students will learn about the most up-to-date managerial development techniques, pitfalls in making staffing decisions, how to manage subordinates during times of organizational change, and most critically, the alignment of human capital practices with firm strategy.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 508: Compensation (3 units)

Description: Designed to provide an in-depth understanding of compensation policies. It will examine theoretical and practical aspects to compensation policies in organizations. Graduate-level requirements include an extra project which requires more experience with corporate strategy with compensation policy.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Co-convened with: MGMT 408

Course typically offered:

Main Campus: Spring

MGMT 509: Management Communication (3 units)

Description: Overview of methods, processes, and functions necessary for effective communication in today's high tech, global marketplace. Develop an understanding of the need for and the requisite skills of competent communication in both the physical and electronic environments, and master appropriate communication formats and analytical tools necessary to solve communication problems within traditional and team-based organizational structures.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

MGMT 509E: Business Communication for Nonnative Speakers (2 units)

Description: MBA students with communication strategies and skills needed to succeed in interacting, managing, and leading in today's English-based global business environment. Students will be offered the opportunity to raise their level of English-language/culture proficiency through cultural/linguistic discussions; multiple interrelated oral, written, and interpersonal deliverables and individualized feedback.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 512B: Management of Technology II (3 units)

Description: To provide and practical and in depth understanding of management at the first and second levels, the integration of product to market requirements and synchronization of organizations in the challenging and complex world of technology management. The course will include team role playing, in depth (deep dive) analysis of product and organizational process which have insured the sustained and successful performance of technology companies. The content will include lectures, seminars, shared personal experience from senior managers of technology-based enterprises, course specific academic literature, and guest speakers.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Discussion	May Be Offered
	Independent Study	May Be Offered
	Lecture	Required

Equivalent to: MAP 512B, MGMT 512B, MIS 512B

Also offered as: ENGR 512B, MIS 512B

Course typically offered:

Main Campus: Fall, Spring

Home department: Engineering Administration

MGMT 513: Advanced Leadership, Facilitation, and Coaching Skills (1 - 2 units)

Description: Advanced hands-on training in leadership, group facilitation and coaching skills.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Repeatable: Course can be repeated for a maximum of 4 units.

Course typically offered:

Main Campus: Spring

MGMT 515: Leadership and Managerial Skills (3 units)

Description: Course focuses on the skills you will need to effectively lead and manage work teams. We will be examining and evaluating techniques for managing teams. Our goal in this course is to learn how to translate the theories into more specific competencies that will improve your ability to lead and manage groups.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Course typically offered:

Main Campus: Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 516: Nonprofit Consulting (3 units)

Description: This course will provide graduate students with both academic and real-world knowledge and experience in management consulting for nonprofit organizations. Specifically, students will complete readings, attend lectures, participate in class activities, and ultimately work in a team to consult with local organizations which cultivates effective philanthropists, strengthens nonprofits, and invests in collaborative solutions - building powerful relationships to tackle our community's social challenges.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Course typically offered:

Main Campus: Spring

MGMT 520: Managing Ethics in Organizations (2 units)

Description: Increasing attention to the impact of business on society has made ethics more important to organizational success than at any time in recent history. With corporate governance processes driving ethics and the emergence of a new breed of "social entrepreneurs," executives need to understand the centrality of this dimension to business. This course explores how law and stakeholder interests impact corporate social responsibility, giving participants a solid understanding of the role of ethics in management, experience managing tradeoffs in ethical decision making, and concepts for assessing social return on investment as a component of business performance.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

MGMT 520E: Legal and Ethical Values in Business (1 unit)

Description: Increasing attention to the impact of business on society has made ethics more important to organizational success than at any time in recent history. Corporate governance processes are under constant scrutiny and the importance of legal and ethical analysis in business decision-making is now central. This course explores how law and stakeholder interests impact corporate social responsibility, giving participants a solid understanding of the role of ethics in management and experience managing tradeoffs in ethical decision making.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Fall, Summer

Phoenix Campus: Fall

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 522: Ethics, Business Law & Regulation (2 units)

Description: Businesses are increasingly part of a complex web of duties and responsibilities, both formal and informal. Legal and regulatory issues pose important obstacles and opportunities to organizations as they interact with the environment. Moreover, increasing attention to the impact of business on society has made ethics more important to organizational success than at any time in recent history. With corporate governance processes driving ethics and the emergence of a new breed of "social entrepreneurs," executives need to understand the centrality of this dimension to business. This course explores how ethics, law, and the regulatory environment impact corporate activities, giving participants a solid understanding of the role of each of these in organizational decision making.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Course typically offered:

Main Campus: Fall, Spring

MGMT 524: Team Work and Group Process (2 - 3 units)

Description: Examines the design, management, and leadership of task-performing teams in formal organizational settings.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Course typically offered:

Main Campus: Fall, Spring

MGMT 524E: Groups and Teams (2 units)

Description: Examining the interactions, effects, and interrelationships of managers, employees, and organizational structures and systems.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Fall

Phoenix Campus: Fall

-SA represents a Student Abroad & Student Exchange offering

-**CC** represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 525: Organizational Theory (3 units)

Description: Survey course in the origins, development, and maturation of organizational analysis.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Equivalent to: MAP 525, MGMT 525

Also offered as: SOC 525

Course typically offered:

Main Campus: Fall, Spring

Home department: School of Sociology

MGMT 528: Healthcare Consulting Skills (2 - 4 units)

Description: This integrative cross-disciplinary experiential class to take on real world health care problems and work to identify and recommend solutions. As healthcare costs continue to rise, leaders of healthcare organizations are looking to make better use of the resources they currently have. The ability to identify and define problems, think analytically, develop and recommend solutions can help students gain the skills needed to be a valuable member of any organization. In this course we will focus on using critical thinking, communication skills, presentation skills, change management, financial skills, innovative thinking, organizational design and project management skills to complete the consulting project.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Repeatable: Course can be repeated a maximum of 2 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Fall, Spring, Summer

MGMT 530: Human Resources Policies (3 units)

Description: An integrative, case-oriented course focusing on problems and policies in the procurement, development, compensation, and motivation of personnel. Graduate-level requirements include sexual harassment grievance procedure project and presentation.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Co-convener with: MGMT 430

Course typically offered:

Main Campus: Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 531: Human Resources Management in Services (3 units)

Description: Human resources issues when their employees and customers interact in a services environment. Graduate-level requirements include two group projects plus an individual project.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Co-convened with: MGMT 431

Course typically offered:

Main Campus: Spring

MGMT 534: Healthcare Quality and Reliability (3 units)

Description: The emphasis on value-based care has lead healthcare payers, providers, and organizations to place increased focus on patient safety and quality. This increased focus has not lead to zero patient harm. Estimates of people dying as a result of healthcare errors range between 400,000 and 600,000 annually. The Agency for Healthcare Research and Quality has recently reported some progress in this area, but more work remains to be done. We still see adverse events and our hospitals are often not as reliable or safe as we would like them to be. This gap has been blamed on the complexity that exists in healthcare. As the complexity of healthcare continues to increase, how can we overcome this gap? Many healthcare organizations are utilizing the principles of High Reliability Organizations to answer this question. This course will explore the principles of High Reliability Organizations (HRO's) and apply them to healthcare organizations. We will begin with investigating the need for a paradigm shift in healthcare culture that addresses healthcare reform, value-based purchasing, healthcare regulation and the increased complexity in healthcare that makes it nearly impossible to eradicate all healthcare errors. The course will then explore High Reliability Organization Theory and the driving principles behind it. Once this groundwork has been laid, the course will explore the term reliability and how to measure it. Leadership, Management and Culture will be examined in the context of creating High Reliability Organizations as well as design and rollout. Finally, this course will explore graphical and statistical methods utilized by High Reliability Organizations and its financial impact. To achieve the learning objectives for this course lectures, guest speakers, a textbook, additional related articles and websites will be utilized as well as case studies.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Fall, Spring, Summer

Field trip: n/a

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 535: International Management (3 units)

Description: Broaden perspectives on globalizing business and international integration. Enhance analytical and communication skills in approaching and resolving international issues.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Equivalent to: ENTR 535, MAP 535, PA 535

Co-convened with: MGMT 435

Course typically offered:

Main Campus: Fall, Spring, Summer

MGMT 535E: International Management (2 units)

Description: Broaden perspectives on globalizing business and international integration. Enhance analytical and communication skills in approaching and resolving international issues.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

Phoenix Campus: Spring

MGMT 536: Leading Healthcare Change (3 units)

Description: Healthcare organizations need to adapt to the rapid changes occurring in payment models, delivery mechanisms, technological advances, disruptive innovations, and industry reorganization. This course covers theory and technique for leading organizations through transformation at the broad strategic level and in terms of improving operations, all within the unique context and challenges of the health care industry.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Fall, Spring, Summer

Field trip: n/a

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 537: Leadership in Healthcare (3 units)

Description: Healthcare organizations are increasingly complex and dynamic, making the task of leadership more difficult than ever. Healthcare leaders face near constant electronic communication, public attention to organizational practices, oversight by regulatory bodies, and pressures to generate immediate results. Additionally, many healthcare leaders face the difficult task of balancing needs of staff, physicians and other providers (who many not be employees of the hospital or healthcare organization), patients, and increasingly, parent companies. Consequently, the rate of burnout, turnover, and health problems among leaders is on the rise. The average tenure of hospital CEOs is 3.5 years and more than half of CEO turnovers are involuntary. There are literally hundreds of different theories and models of leadership. Rather than studying these different theories and models, we will examine leadership from a practical perspective. Across these theories, there is a common set of effective leadership practices. These practices do not encompass everything a leader needs to do to be effective. Nor do these practices address all the nuances of leading different types of people in different healthcare settings. Nonetheless, they represent a foundation for exemplary leadership and if you can master these practices you will be more effective at leading healthcare teams, departments, and organizations. Leadership in practice is endlessly fascinating. Reading about theories of leadership can be as entertaining as watching paint dry. Therefore, the challenge in this class is learning about leadership in a way that is engaging and insightful. We will use a number of interviews with healthcare leaders to help understand the subtleties of leadership action. We will also use a number of exercises, cases, and reflections to have you experience different elements of effective leadership. The exam, term paper, and other writing assignments will ask you to analyze and reflect, rather than simply memorize and recite.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Fall, Spring, Summer

-SA represents a Student Abroad & Student Exchange offering

-**CC** represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 538: Health Care Organization and Management (3 units)

Description: This course focuses on the management and organization of health care delivery, particularly in the United States. The course examines the salient features of the health care context, the unique challenges these features produce for managers in that industry, and solutions that organizations have used to address those challenges. Micro to macro challenges and solutions are explored, with a particular emphasis on the ways that leadership, human resources, culture, operations, organization design, and strategy influence the quality, safety, and costs of care and the patient experience. Graduate-level requirements include a written single, 8-12 page paper (text only, not counting references, tables, charts, etc.)

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Equivalent to: PA 538

Also offered as: PA 538

Co-convened with: MGMT 438

Course typically offered:

Main Campus: Fall, Spring

MGMT 539: Planning of New Ventures (3 units)

Description: New venture development, financial projections, resource assessment, and long-range planning. Open only to students in the entrepreneurship program.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Equivalent to: FIN 539, MAP 539

Also offered as: FIN 539

Course typically offered:

Main Campus: Spring

Recommendations and additional information: FIN 511, MKTG 500.

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 541: Integrative Leadership (2 units)

Description: This course provides a process of unpacking and discovery, of completion and transformation, of grappling with some uncomfortable truths and to open up to a new way of thinking. This process of exploration, of innovative thinking, of agile learning, are the foundations of successful leadership. As leaders become more integrated, their employees and organizations will also become more integrated, whole, and healthy. Integrative leaders give others permission to adapt and change. Ultimately, you'll affect the organization you lead by creating the stepping stones to create change through open communication, creating a culture of candor and resilience, and co-creating the world you wish to participate in through imagination, innovation, and shared accountability.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Summer

MGMT 543: Organizational Deviance (3 units)

Description: The nature and distribution of white collar and organizational crime. Sociological and economic explanations for crime in organizational settings. Societal response and control mechanisms.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Equivalent to: MAP 543, MGMT 543, SOC 543

Also offered as: LAW 543, PA 543

Course typically offered:

Main Campus: Fall

Home department: School of Government and Public Policy

MGMT 545: Interactive Behavior In Small Groups (3 units)

Description: Introduction and a critical survey of some of the essential ideas and concepts of n-person game theory and the experimental findings on strategic interaction in small groups. Attempts to combine theoretical, experimental, and applied perspectives. Graduate-level requirements include working independently on class assignments, mid-term paper, and class presentation.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Co-convended with: MGMT 445

Course typically offered:

Main Campus: Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 547: Corporate Strategy (3 units)

Description: Provides a perspective into the generation of Corporate Strategies and the Executive Decision Processes that facilitate the strategy's implementation.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Spring

MGMT 548: Healthcare Entrepreneurship (3 units)

Description: In this course you will focus your business and entrepreneurial skills on contemporary healthcare challenges and opportunities. Through a series of readings, case studies, discussions, guest speakers, and assignments, you will explore a number of contemporary healthcare problems and identify entrepreneurial solutions to these problems. Graduate-level requirements include completion of one additional assignment. Each graduate student will help facilitate one of the classes by gathering additional readings, preparing a brief presentation, preparing a set of discussion questions, or developing an in-class activity.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Also offered as: ENTR 548

Co-convened with: MGMT 448

Course typically offered:

Main Campus: Fall, Spring

MGMT 550: Training and Development (3 units)

Description: Examines employee training and development as a systematic planned strategy for continuous expansion of employee competence, broadly defined, in order to meet organizational and individual goals. Graduate-level requirements include use their own experience with theory and research to develop a plan to meet organizational goals.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Co-convened with: MGMT 450

Course typically offered:

Main Campus: Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 552: Statistical Decision Making (3 units)

Description: Probability and statistical analysis; random variables, sampling distributions, hypothesis testing, Bayesian analysis, time series, statistical investigation.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Equivalent to: MAP 552, MKTG 552

Course typically offered:

Main Campus: Fall, Spring

Recommendations and additional information: MATH 113. Open only to students admitted to a BPA graduate program.

MGMT 553: Communication and Organizational Change (3 units)

Description: Change is inherent in contemporary organizations. Some changes result from planned innovations, others are reactive to internal, industry, and environmental jolts and surprises. Some changes are minor and gradual; others are sudden and revolutionary. Regardless of the stimulus or type of change, managers and leaders must manage and communicate change effectively to achieve successful implementation and results. This is not easy because employees and other stakeholders often resist change due to uncertainty, deeply-rooted cultural values and norms, politics, and a variety of other potential barriers to change. This case-based class provides an understanding of change processes in organizations and teaches students how to develop successful communication strategies to effectively guide the change process. Graduate-level requirements include additional readings and projects.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Also offered as: ENTR 553

Co-convened with: MGMT 453

Course typically offered:

Main Campus: Fall, Spring

Home department: McGuire Center for Entrepreneurship

MGMT 554: Research Methodology (3 units)

Description: Behavioral research techniques; bias, validity, reliability, and applicable statistical techniques; critiques of research articles and reports.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

Description: This course is designed to help students acquire the skills and knowledge to become more effective managers of people in organizations. We will learn effective people management practices, explore how these practices fit with an organization's strategy and structure, and equip students with some basic skills for applying these practices. Throughout the course our focus will be on the role of general managers in designing and executing people management practices. Increasingly, the task of managing and developing people is shared between human resources and general managers. Therefore, whether a student's functional concentration is marketing, finance, information technology, operations management, or human resources, understanding how to manage people, and how an organization's context affects the effectiveness of people management practices, is critical for a manager's and their organization's performance.

Career: Graduate

Course typically offered:

Main Campus: Spring

Description: This course takes a decidedly experiential and applied approach to examining and evaluating techniques for managing teams.

Career: Graduate

Course typically offered:

Main Campus: Fall, Spring

Description: Designed to provide an introduction and a general survey of the major concepts and ideas of two-person game theory and the major findings of experimental research. Focuses on the interaction of theoretical concepts and experimental research. Graduate-level requirements include working independently on class assignments, a mid-term paper and class presentation.

Career: Graduate

Co-convened with: MGMT 458

Course typically offered:

Main Campus: Fall

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 560: Trends in Management Theory (3 units)

Description: Issues in formulating and implementing technology strategy as organizations and industries grow, mature and stagnate. Topics include patterns of diffusion, role of licensing and joint ventures, and the divergence between leading edge and profitable science.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall

Recommendations and additional information: MGMT 310A and BNAD 314R or equivalent, or MGMT 502.

MGMT 561: Leading Organizational Change (2 - 3 units)

Description: This course is designed to introduce you to the frameworks, competencies and skills required to lead change efforts within organizations.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Spring

MGMT 562: Applied Business Statistics (2 units)

Description: Probability and statistical analysis; More advance random variables, sampling distributions, hypothesis testing, Bayesian analysis, time series, statistical investigation.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

Online Campus: Spring, Summer

Phoenix Campus: Fall, Spring

Recommendations and additional information: Open only to students admitted to the Eller College of Management graduate programs

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 563: Doing Business In /With Africa: A Cultural Perspective (3 units)

Description: Going into the 21st century, Africa, (along with Asia and Latin America), is often referred to as one of the emerging markets of the world. This recognition has cast Africa as occupying the last frontier market of modern international business and global capitalism. AFAS 463 Doing Business In/ With Africa is designed to provide cultural grounding and competency in Africa for students and professionals interested in conducting business and/or working with government agencies and non-profit organizations in Africa. Its focus, therefore, is the cultural aspect of the international business environment of Africa. Graduate-level requirements include a 12-15 page proposal on a business or diplomatic venture in any African country. The proposal must demonstrate an understanding and appreciation of the cultural environment of the country that will host the venture. A Business/Diplomatic Proposal 20 minute Presentation.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Also offered as: AFAS 563

Home department: Committee on Africana Studies

MGMT 564: Leading Through Negotiations (3 units)

Description: Explore the major concepts and theories of psychology of bargaining and negotiation, and the dynamics of interpersonal and intergroup conflict and its resolution.

Grading basis: Regular Grades

Career: Graduate

Flat Fee: \$31

Course Components: Lecture Required

Equivalent to: LAW 564

Also offered as: LAW 564

Course typically offered:

Main Campus: Fall, Spring

MGMT 564E: Negotiations (1 - 2 units)

Description: Explore the major concepts and theories of psychology of bargaining and negotiation, and the dynamics of interpersonal and intergroup conflict and its resolution.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring, Summer

Online Campus: Fall, Summer

Phoenix Campus: Fall

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 565: Managing for Quality Improvement (3 units)

Description: Operational aspect of quality improvement. Topics include statistical process control, quality management programs. Graduate-level requirements includes a report.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Equivalent to: MAP 565, MGMT 565

Also offered as: OSCM 565

Co-convened with:

Course typically offered:

Main Campus: Fall, Spring

Home department: Management Information Systems

MGMT 566: Advanced Negotiation (2 - 3 units)

Description: This course will explore the academic topic of negotiations in more depth than MGMT/LAW 564, which is a prerequisite for this course. It is designed to provide the student with a much deeper understanding of the topic. This course is both skills and knowledge based. The student will be exposed to cutting-edge issues in the research of negotiations.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Also offered as: LAW 566

Course typically offered:

Main Campus: Spring

MGMT 568: Conflict Management and Negotiation (3 units)

Description: The purpose of this course is to understand the theory and processes of conflict management and negotiation as it is practiced in a variety of settings. The course is designed to be relevant to the broad spectrum of problems that are faced by managers.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 571: Business Strategy and Policy Making (3 units)

Description: Case method approach to problems and policies facing top management in making and effecting a strategic plan.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Spring

Recommendations and additional information: MGMT 502, FIN 511, MKTG 500.

MGMT 573: Integrating Business Principles (3 units)

Description: This course is designed to provide you with the opportunity to integrate your learning from the spectrum of courses taken in the MBA program and relate them to a real world business environment.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Course typically offered:

Main Campus: Spring

MGMT 575: The Science and Practice of Influence (2 - 3 units)

Description: This class is about the art and science of becoming a better influence "detective", being a more effective agent of change, and better defending against influence attempts used against us when they are undesirable. This class integrates research from psychology, organizational behavior, decision making, behavioral economics, marketing, advertising, and other disciplines to gain a more complete understanding of influence in a variety of organizational contexts.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall, Spring

Phoenix Campus: Fall, Spring

-SA represents a Student Abroad & Student Exchange offering

-**CC** represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 578: Building a High Performance Company (1 unit)

Description: Understanding the career opportunities available in pursuit of technical degrees and the need for managerial leadership skills. Graduate-level requirements include using your own experience with theory and research to develop a plan to move an organization to a high performing organization on the company's strategic direction.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Co-convened with: MGMT 478

Course typically offered:

Main Campus: Spring

MGMT 580A: Management & Organization Theory: Analysis of Behavior in Organizational Systems (3 units)

Description: Analysis of behavior in organizational systems; review of classical, behavioral, and contingency theories of management with a focus on internal systems phenomena.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall

Recommendations and additional information: MGMT310A and BNAD 314R or equivalent, or MGMT502.

MGMT 580B: Management & Organization Theory: Organizations in Their Environments (3 units)

Description: Organizations in their environments; analysis of organizations in the context of their environmental interfaces.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Equivalent to: MAP 580B, PA 580B

Also offered as: PA 580B

Course typically offered:

Main Campus: Fall

Recommendations and additional information: MGMT 310A and BNAD 314R or equivalent; or MGMT 502 or PA 501

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 582C: Univariate Analysis in Management (3 units)

Description: This course focuses on analyzing data from experimental and empirical research. The techniques taught will be suitable for analyzing data with one (or few) dependent variables (and many independent), with a special emphasis on analysis of variance (ANOVA). The course will be a combination of theory and hands-on practice. Students are assumed to be familiar with undergraduate-level statistics, and statistical software (SPSS or SAS).

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Fall

Recommendations and additional information: MGMT 552.

MGMT 582D: Multivariate Analysis in Management (3 units)

Description: Analysis of variance and covariance, principal components, discriminant analysis, canonical correlation.

Grading basis: Regular Grades

Career: Graduate

Course Components:	Lecture	Required
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Course typically offered:

Main Campus: Spring

Recommendations and additional information: MGMT 552. MGMT 582C is not prerequisite to MGMT 582D.

MGMT 586: Decision Management (3 units)

Description: Course material will include discussion of decision making processes in two forms: 1) descriptive: how decisions are actually made and the errors that sometimes occur, and 2) normative: how decisions should be made to optimize outcomes. Theoretical and applied concepts will be drawn from several fields: business, psychology, economics, statistics, etc. Examples will focus on managerial and personal decisions in order to gain a better understanding of our decision processes in the workplace and in our lives.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Course typically offered:

Main Campus: Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 588: Social Entrepreneurship (3 units)

Description: Focusing your business and entrepreneurial skills on social and/or environmental problem solving. Graduate-level requirements include the experience to pitch the social entrepreneurship venture they have developed. Also the graduate students will have the experience to facilitate classes.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Also offered as: ENTR 588

Co-convened with: MGMT 488

Course typically offered:

Main Campus: Fall, Spring

MGMT 593: Internship (1 - 6 units)

Description: Specialized work on an individual basis, consisting of training and practice in actual service in a technical, business, or governmental establishment.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Course typically offered:

Main Campus: Fall, Spring

MGMT 596F: Cognitive Psychology (3 units)

Description: Investigation of research and ideas on a specialized topic within cognitive psychology, including the psychology of language, visual perception and cognitive memory, decision, and learning. The discussion and exchange of scholarly information in a small group setting, papers and student presentations.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Also offered as: BIOC 596F, CMM 596F, LING 596F, PSY 596F

Co-convened with:

Course typically offered:

Main Campus: Fall, Spring

Home department: Psychology

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 599: Independent Study (1 - 9 units)

Description: Qualified students working on an individual basis with professors who have agreed to supervise such work. Graduate students doing independent work which cannot be classified as actual research will register for credit under course number 599, 699, or 799.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

MGMT 600: Behavioral Science Theory and Method in Management (3 units)

Description: Conceptual and theoretical frameworks for the analysis of management problems from a behavioral science perspective. Emphasis on formulation of research questions and alternative research strategies for answering them.

Grading basis: Regular Grades

Career: Graduate

Course Components: Lecture Required

Repeatable: Course can be repeated a maximum of 2 times.

Course typically offered:

Main Campus: Fall

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 601: Experimental Research Methods I (2 units)

Description: Experiments are considered to be the "gold standard" for establishing causal relationships in scientific research. However, there are several variations of experimental designs, with their unique strengths and limitations, as well as a variety of considerations the experimenter should address before, during and after the administration of experimental protocols. The primary purpose of this seminar is to prepare doctoral students to critique and conduct experiments in the organizational sciences. Specifically, this course is designed for doctoral students who intend to evaluate and conduct experiments (in laboratories and field samples) for publication in scholarly journals. Consistent with the above statements, the emphasis of this course will be on exploring: the logic of experimental design, multiple types of validity, and other issues that researchers encounter when applying related techniques. Generally speaking, this course is organized by general stages in experiment design: defining constructs (for the purpose of manipulation), designing and validating manipulations/interventions (and ensuring equivalence), and understanding and addressing common criticisms of experiments. Although the discussion of various analytical procedures is included in this course, the focus of the seminar will be on methodological issues, as opposed to statistical issues.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 602: Experimental Research Methods II (2 units)

Description: Experiments are considered to be the "gold standard" for establishing causal relationships in scientific research. However, there are several variations of experimental designs, with their unique strengths and limitations, as well as a variety of considerations the experimenter should address before, during and after the administration of experimental protocols. The primary purpose of this seminar is to prepare doctoral students to critique and conduct experiments in the organizational sciences. Consistent with the above statements, the emphasis of this course will be on using and extending the knowledge and skills covered in MGMT 601: (a) the logic of experimental design, (b) the advantages and limitations of different types of experiments (e.g., laboratory, field, quasi-) and experimental procedures, and (c) issues that researchers encounter when using applying related techniques. Generally speaking, this course will cover aspects of the experimental design, implementation, and validation process, including: the role of mediation and moderation in experimental design and differences between laboratory, field, and quasi experiments. Although the discussion of various analytical procedures is included in this course, the focus of the seminar will be on methodological issues, as opposed to statistical issues.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 605: Topics in Strategic Management and Organizational Theory I (2 units)

Description: This course is a doctoral-level seminar on key issues and perspectives in behavioral strategy research and behavioral theories of organizations. Broadly speaking, research in strategy focuses (primarily) on explaining the economic conduct and performance of firms. An illustrative list of the issues addressed in strategy research includes identifying the profit potential of industries, exploring relationships between firm scale, scope and performance, and understanding the managerial and organizational determinants of firm- and business-level outcomes. While strategy scholars draw upon theoretical perspectives from economics, sociology, organization theory, and psychology to supplement more traditional strategy approaches towards understanding firm performance and related issues, historically, economic perspectives have been preeminent. In pure economic theory managers and all humans are typically assumed to act ¿perfectly rational,¿ which is to be self-serving and to make ¿optimal¿ decisions that maximize either profits or utility functions. This is a model. All theories and models make assumptions to simplify reality. Models based on behavioral theories of organizations make more ¿realistic assumptions¿ about managerial decision making within organizations. Specifically, behavioral theories as applied in Strategic Management assume that humans are boundedly rational, even in cases when aided by computers. Currently, many cognitive psychologists adopt a computational model of the brain. This means that human brains (like computers) have limited time, memory, and processing capabilities. Both economic and behavioral theories have important applications in the study of strategy topics. In this course, we will emphasize behavioral approaches in our study of managerial and firm decision-making in strategic management and related areas.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 606: Topics in Strategic Management and Organizational Theory II (2 units)

Description: This course is a doctoral-level seminar on key issues and perspectives in behavioral strategy research and behavioral theories of organizations. Models based on behavioral theories of organizations make more ¿realistic assumptions¿ about managerial decision making within organizations. Specifically, behavioral theories as applied in Strategic Management assume that humans are boundedly rational, even in cases when aided by computers. Currently, many cognitive psychologists adopt a computational model of the brain. This means that human brains (like computers) have limited time, memory, and processing capabilities. Both economic and behavioral theories have important applications in the study of strategy topics. In this course, we will emphasize behavioral approaches in our study of managerial and firm decision-making in strategic management and related areas. This approach means we will lean some on cognitive psychology, social psychology, organizational behavior, cognitive science (including the interface with computer science), and brain science for assumptions and models relevant to managerial behavior to inform our own models, theory, and empirical examinations. One result is that we will encounter concepts, theories, and results that differ in substantial ways from more standard approaches in the strategic management field. In particular, we will deal more realistically with organizational systems and their environments. Individually and jointly these are substantially more complex and endogenous than is assumed in most of strategic management research. (This endogeneity raises some very difficult questions about empirical research that treat the environment as exogenous to the firm.) We will be particularly interested in how such organizations and their managers attempt to learn or adapt through feedback from experience both currently and in the past. Feedback learning is a dynamic and path dependent process for managers and firms. Much, but not all, empirical research in strategic management, deals with statics, as opposed to dynamics. Time series models are very rare in Strategic Management, although strategy is a process not a static state of the firm. Because of these differences, additive models (such as linear statistical models) will be rather limited in helping us understand the phenomena and theories we will study. We will spend less time studying empirical papers and much more time examining theories of causal mechanisms and computational modeling (simulation) approaches than is usual in strategy Ph. D. seminars.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

Enrollment requirement: MGMT 605

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 615: An Introduction to Organizational Behavior I (2 units)

Description: This course is designed to examine recent work in the field of organizational behavior. The course is more micro in nature and focuses primarily on the individual level of analysis, examining topics such as leadership, power, and individual differences.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

MGMT 616: An Introduction to Organizational Behavior II (2 units)

Description: This course is designed to examine recent work in the field of organizational behavior. The course is more micro in nature and focuses primarily on the individual level of analysis, examining topics such as motivation, unethical behavior, and creativity.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

Enrollment requirement: MGMT 615

MGMT 621: Human Resource Management I (2 units)

Description: This course is intended as a survey of select topics in the human resource management (HRM) literature. We will cover various phenomena, ranging from job analysis and performance feedback to staffing and strategic HR. Given the size of the HRM literature, this course is not exhaustive; rather, it will introduce you to some key topics and examples of recent research. The readings were chosen to give you a taste of the various HR practices, theories, research methods, and statistical techniques that are used to address questions within the literature. Goals for this course are to: (a) enhance interest in and knowledge of HRM theory and research, (b) create an understanding of the performance-based consequences of HRM, and (c) stimulate your own HRM-related research.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: none

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 622: Human Resource Management II (2 units)

Description: This course is intended as a survey of select topics in the human resource management (HRM) literature. We will cover various phenomena, ranging from job analysis and performance feedback to staffing and strategic HR. Given the size of the HRM literature, this course is not exhaustive; rather, it will introduce you to some key topics and examples of recent research. The readings were chosen to give you a taste of the various HR practices, theories, research methods, and statistical techniques that are used to address questions within the literature. Goals for this course are to: (a) enhance interest in and knowledge of HRM theory and research, (b) create an understanding of the performance-based consequences of HRM, and (c) stimulate your own HRM-related research.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

Enrollment requirement: MGMT 621

MGMT 629: Employee Motivation and Well-being (2 units)

Description: On a day-to-day basis, employees are faced with a variety of decisions pertaining to how they self-regulate their behavior and maintain (or, ideally, build) their well-being at work. In this course, we will identify the ways in which organizations can facilitate employee motivation to promote a healthier, more productive workforce. Throughout the course readings, you will be able to gain an understanding of various forms of employee motivation (e.g., autonomous versus controlled motivation, prosocial motivation), factors that affect motivation (e.g., self-efficacy, goal setting, proximal and distal person/organizational factors), and the role that resources play in monitoring self-regulation and employee well-being. Beyond these theoretical insights, you will also have the opportunity to develop a thorough understanding of unique methodological approaches (e.g., experience sampling, physiological assessments, continuous ratings assessments) that can be used to glean day-to-day insights into fluctuations in employee motivation and well-being.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 630: Employee Motivation and Well-being II (2 units)

Description: Knowing that employee motivation fluctuates day-to-day, it is important to understand how other factors in an employee's work environment have the potential to affect their well-being. In this course, we will dive into within- and between-person factors that affect employee well-being beyond motivation, focusing on the influence of affective (e.g., variability in affect, emotion regulation, affective traits and cultures), interpersonal (e.g., forms of support, incivility, and undermining), and work recovery correlates (e.g., work breaks, recovery experiences after working hours). We will also take a critical look at conceptualizations of employee well-being, and how we can better examine employee well-being via the use of interventions. Note that students enrolled in MGMT 630 are required to have complete MGMT 629 to ensure proper understanding of motivational theories and measurement approaches.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

Enrollment requirement: MGMT 629

MGMT 633: Strategic Management I (2 units)

Description: This course is a doctoral seminar that is designed to give students an overview of the field of strategic management. Broadly speaking, research in strategy focuses (primarily) on explaining the economic conduct and performance of firms. An illustrative list of the issues addressed in strategy research includes identifying the profit potential of industries, exploring relationships between firm scale, scope and performance, and understanding the managerial and organizational determinants of firm- and business-level outcomes. The course draws upon theoretical perspectives from economics, sociology, organization theory, and psychology to supplement more traditional strategy approaches towards understanding firm performance and related issues. Many of the issues examined, such as firm diversification, industry structure, organizational and inter-organizational networks, are also common themes in other disciplines such as industrial organization economics, marketing, accounting, finance, and organizational and economic sociology. Accordingly, this course may be useful to students with research interests in these areas.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 634: Strategic Management II (2 units)

Description: This course is a doctoral seminar that is designed to give students an overview of the field of strategic management. Broadly speaking, research in strategy focuses (primarily) on explaining the economic conduct and performance of firms. An illustrative list of the issues addressed in strategy research includes identifying the profit potential of industries, exploring relationships between firm scale, scope and performance, and understanding the managerial and organizational determinants of firm- and business-level outcomes. The course draws upon theoretical perspectives from economics, sociology, organization theory, and psychology to supplement more traditional strategy approaches towards understanding firm performance and related issues. Many of the issues examined, such as firm diversification, industry structure, organizational and inter-organizational networks, are also common themes in other disciplines such as industrial organization economics, marketing, accounting, finance, and organizational and economic sociology. Accordingly, this course may be useful to students with research interests in these areas.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

Enrollment requirement: MGMT 633

MGMT 645: Introduction to Organizational Theory I (2 units)

Description: The primary purpose of this seminar is for students to become familiar with the foundations of Organization Theory. We first scrutinize what (organization) theory is and how it can be built before we move on to discuss specific strands of Organization Theory that are currently influential in management research. This course adopts a multi-level understanding of Organization Theory, following a larger movement in the field of Organization Theory that conceptualizes organizations as multi-level entities. Although you will find that many of the readings emphasize the firm level, others explicitly address micro-, meso-, and/or cross-level processes. In most sessions, we discuss both theoretical and empirical research, and we cover both classical and recent works. Although this course has been designed with the needs of students in the Management and Organizations Department in mind, this course is appropriate for any doctoral student interested in understanding organizations. When developing this course, I did not assume that students would have any background in management theory, and students from other disciplines such as sociology, communication, and political science should feel welcome in the class.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Also offered as: PA 645

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 646: Introduction to Organizational Theory II (2 units)

Description: The emphasis of this course will be on using and extending the knowledge and skills covered in MGMT 645. Consistent with this emphasis, the primary purpose of this seminar is for students to become familiar with the foundations of Organization Theory. We discuss specific strands of Organization Theory that are currently influential in management research. This course adopts a multi-level understanding of Organization Theory, following a larger movement in the field of Organization Theory that conceptualizes organizations as multi-level entities. Although you will find that many of the readings emphasize the firm level, others explicitly address micro-, meso-, and/or cross-level processes. In most sessions, we discuss both theoretical and empirical research, and we cover both classical and recent works. Although this course has been designed with the needs of students in the Management and Organizations Department in mind, this course is appropriate for any doctoral student interested in understanding organizations. Students from other disciplines such as sociology, communication, and political science should feel welcome in the class. This class does have a prerequisite for enrollment: students must have already completed and passed MGMT 645: Organization Theory I before taking this course.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Also offered as: PA 646

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: none

Enrollment requirement: MGMT 645

MGMT 653: Field-Based Research Methods I (2 units)

Description: The primary purpose of this seminar is to prepare doctoral students to critique and conduct research in the organizational sciences. Specifically, this course is designed for doctoral students who intend to evaluate and conduct empirical, field methods-related research for publication in scholarly journals. Consistent with the above statements, the emphasis of this course will be on exploring: (a) the logic of research design, (b) the advantages and limitations of different types of designs and research methods, and (c) issues that researchers encounter when using these methods. Generally speaking, this course is organized by general stages in the research process, from the initial development of a research question and evaluating its potential contribution, selecting and implementing a research design and measurement of the focal variables, and defining constructs. Although the discussion of various analytical procedures is included in this course, the focus of the seminar will be on methodological issues, as opposed to analytical or statistical issues.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 654: Field-Based Research Methods II (2 units)

Description: The primary purpose of this seminar is to prepare doctoral students to critique and conduct research in the organizational sciences. Specifically, this course is designed for doctoral students who intend to evaluate and conduct empirical, field methods-related research for publication in scholarly journals. Consistent with the above statements, the emphasis of this course will be on using and extending the knowledge and skills covered in MGMT 653: (a) the logic of research design, (b) the advantages and limitations of different types of designs and research methods, and (c) issues that researchers encounter when using these methods. Generally speaking, this course covers later stages in the research process, beginning with assessing the validity of variables, and then testing potential moderating, mediating, and multi-level effects. Although the discussion of various analytical procedures is included in this course, the focus of the seminar will be on methodological issues, as opposed to analytical or statistical issues.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

Enrollment requirement: MGMT 653

MGMT 675: The Psychology of Groups at Work I (2 units)

Description: This course is designed to examine and better understand how work groups and teams function. For a number of reasons, including the assumption that they are a more effective work structure, the popularity of groups and teams in organizations has grown over the years. Yet there are a number of factors that prevent groups and teams from operating in an efficient and effective manner. This course aims to identify methods of enhancing work group and team effectiveness in organizations.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 676: The Psychology of Groups at Work II (2 units)

Description: This course is designed to examine and better understand how work groups and teams function. For a number of reasons, including the assumption that they are a more effective work structure, the popularity of groups and teams in organizations has grown over the years. Yet there are a number of factors that prevent groups and teams from operating in an efficient and effective manner. This course aims to identify methods of enhancing work group and team effectiveness in organizations.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

Enrollment requirement: MGMT 675

MGMT 683: Statistical Analysis in Management Part A (2 units)

Description: This class is an introduction to inferential statistics. It will cover data description and visualization, basic estimation and hypothesis testing, as well as issues of power, effect sizes and errors. The course will be a combination of theory and hands-on practice. Students are assumed to be familiar with undergraduate-level statistics, and have a basic working knowledge of a statistical software (SPSS, R or similar).

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

MGMT 684: Statistical Analysis in Management Part B (2 units)

Description: This class focuses on analyzing data from experimental research, and is a follow up to MGMT 663. The techniques taught will be suitable for analyzing data with one (or few) dependent variables (and many independent), with a special emphasis on analysis of variance (ANOVA). The course will be a combination of theory and hands-on practice. Students are assumed to have taken MGMT 663 or a similar class, and be familiar with undergraduate-level statistics, and a statistical software (SPSS, R or similar).

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: N/A

Enrollment requirement: MGMT 683

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 685: Statistical Analysis in Management Part C (2 units)

Description: This class focuses on analyzing data from experimental and field research, and is a follow up to MGMT 683 and 684. The techniques taught will be suitable for analyzing data with one (or few) dependent variables (and many independent), with a special emphasis on regression analysis. The course will be a combination of theory and hands-on practice. Students are assumed to have taken MGMT 683 and MGMT 684 or similar classes, and be familiar with undergraduate-level statistics, and a statistical software (SPSS, R or similar).

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: NONE

MGMT 686: Statistical Analysis in Management Part D (2 units)

Description: This class focuses on analyzing data from experimental and field research, and is a follow up to MGMT 663 664 and 665. The techniques taught will be suitable for analyzing data with one (or few) dependent variables (and many independent), with a special emphasis on advanced regression analysis. The course will be a combination of theory and hands-on practice. Students are assumed to have taken MGMT 683, MGMT 684 and MGMT 685 or similar classes, and be familiar with undergraduate-level statistics, and a statistical software (SPSS, R or similar).

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer 1 and 2

Field trip: None

Enrollment requirement: MGMT 685

MGMT 694: Practicum (1 - 6 units)

Description: The practical application, on an individual basis, of previously studied theory and the collection of data for future theoretical interpretation.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 696A: Academic and Professional Development Seminar (Research) (1 unit)

Description: The research field of management is broad, as represented by the varieties of methodologies employed and topic areas investigated by our department faculty. In this first part of the Academic and Professional Development seminar, MAP department faculty members will present a summary of his/her research program to the first and second year MAP doctoral students. The intent is to expose our students to the research of all MAP faculty members which will aide these newer students in selecting their own research areas.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall

MGMT 696B: Academic and Professional Development Seminar (KSA's) (1 unit)

Description: Success in academics requires a solid background in one's discipline. However, a wide range of "survival skills" are also needed, including the ability to communicate effectively, to present oneself professionally, to find and keep a job, etc. This seminar series is designed to aid students in the development of these critical academic KSAs (Knowledge, Skills and Abilities). To get the most out of this series, attend each seminar and arrive ready to discuss the topic of the day.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Spring

MGMT 696D: Judgment and Decision Making (3 units)

Description: The development and exchange of scholarly information, usually in a small group setting. The scope of work shall consist of research by course registrants, with the exchange of the results of such research through discussion, reports, and/or papers.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Repeatable: Course can be repeated a maximum of 3 times.

Equivalent to: COGS 696D, MAP 696D, PSY 696D

Also offered as: COGS 696D

Course typically offered:

Main Campus: Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 696E: Master Seminar in Cognitive Science (3 units)

Description: The development and exchange of scholarly information, usually in a small group setting. The scope of work shall consist of research by course registrants, with the exchange of the results of such research through discussion, reports, and/or papers. Discussion will be lead by local, national, and international experts in the fields that compose Cognitive Science.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Repeatable: Course can be repeated for a maximum of 15 units.

Equivalent to: LING 696E, PHIL 696E, PSY 696E

Also offered as: COGS 696E, LAW 696E, LING 696E, PHIL 696E, PSY 696E

Course typically offered:

Main Campus: Fall

Home department: Committee on Cognitive Science

MGMT 696H: Human Resources Management (3 units)

Description: This is a PhD level seminar course that examines the different aspect of human resource management. Topics include job analysis, compensation, legal issues, strategy and more.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring

MGMT 696J: Topics in Organizational Behavior (3 units)

Description: Emphasize on historical trends and examining current research.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring

MGMT 696M: Gender Issues in Organizational Behavior (3 units)

Description: In this course, we will focus on several topics that have to do with gender and organizations.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 696Q: Groups and Teams (3 units)

Description: The focus of this course is on the role of groups and teams in organizations, particularly those organizations in which the primary goal is that of producing goods and services.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring

MGMT 696R: Field Research Methodology (3 units)

Description: Examines the conduct of empirical research in field settings.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring

MGMT 696S: Topics in Organization Theory (3 units)

Description: This seminar is a doctoral level seminar on key issues and perspectives in organization theory. Each week we will read and discuss a set of papers around a particular topic in organization theory. Each class session is designed to provide some exposure both to important historical contributions and to recent treatments of the topic. Each session also contains both theoretical and empirical contributions.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Repeatable: Course can be repeated a maximum of 2 times.

Course typically offered:

Main Campus: Fall, Spring

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 696T: Topics in Strategic Management (3 units)

Description: This course is a doctoral seminar that is designed to give students an overview of the field of strategic management. The seminar has four objectives: 1) to survey the major theoretical perspectives and issues studied in strategic management (strategy) research; 2) develop students' skills in critiquing academic research; 3) develop students' ability to identify original and testable research ideas; and 4) develop students' skills in presenting their ideas both verbally and in writing.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring

MGMT 696W: Employee Motivation and Well-Being (3 units)

Description: On a day-to-day basis, employees are faced with a variety of decisions pertaining to how they self-regulate their behavior and maintain (or, ideally, build) their well-being at work. In this course, we will identify the ways in which organizations can facilitate both motivational and well-being processes to promote a healthier, more productive workforce.

Grading basis: Regular Grades

Career: Graduate

Course Components: Seminar Required

Course typically offered:

Main Campus: Fall, Spring, Summer

Field trip: N/A

MGMT 699: Independent Study (1 - 5 units)

Description: Qualified students working on an individual basis with professors who have agreed to supervise such work. Graduate students doing independent work which cannot be classified as actual research will register for credit under course number 599, 699, or 799.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 799: Independent Study (2 - 4 units)

Description: Qualified students working on an individual basis with professors who have agreed to supervise such work. Graduate students doing independent work which cannot be classified as actual research will register for credit under course number 599, 699, or 799.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

MGMT 900: Research (2 - 4 units)

Description: Individual research, not related to thesis or dissertation preparation, by graduate students.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

MGMT 909: Master's Report (1 - 6 units)

Description: Individual study or special project or formal report thereof submitted in lieu of thesis for certain master's degrees.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

MGMT 910: Thesis (1 - 6 units)

Description: Research for the master's thesis (whether library research, laboratory or field observation or research, artistic creation, or thesis writing). Maximum total credit permitted varies with the major department.

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.

MGMT 920: Dissertation (1 - 9 units)

Description: Research for the doctoral dissertation (whether library research, laboratory or field observation or research, artistic creation, or dissertation writing).

Grading basis: Alternative Grading: S, P, F

Career: Graduate

Course Components: Independent Study Required

Repeatable: Course can be repeated a maximum of 99 times.

Course typically offered:

Main Campus: Fall, Spring, Summer

-SA represents a Student Abroad & Student Exchange offering

-CC represents a Correspondence Course offering

May Be Offered Departments may offer this component in some semesters. See the Schedule of Classes for term-specific offerings.