

MGMT 404

Management Foundations

1 Credit Hour

This course provides a review of the human aspects of management. The focus is on the impact of human behavior in organizations and the implications they have on managerial decisions and actions.

MGMT 500

The Management Experience

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-404

This course examines the effective management of people in organizational settings. The course focuses on managerial and leadership function/skills in organizations and the impact on accomplishing the goals of the organization. Critical issues such as self-awareness, interpersonal perception, communication, employee motivation and engagement, diversity in the workplace, high performance work teams, performance management, ethical decision making and change management are explored.

MGMT 501

Strategic Human Resources Management

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-500

This graduate course on strategic human resources management will focus on the importance of understanding the strategic role of HR and organizational practices in contributing to the success of organizations through its human capital (people and talent), as well as how the HR organization impacts organizational performance; and the significance of HR alignment with business strategy. The format of the course is structured to build your organizational analysis competency, enhance interpersonal skills by working in teams and professional presentation skills.

MGMT 502

Training and Workplace Learning

3 Credit Hours

Promoting and managing learning in an organization is a critical function and can be designed to be a competitive advantage across all industries. This course explores the role of training and employee development in organizations with special emphasis on best practices in adult learning, employee motivation, coaching, workplace learning and organizational learning structures that promote employee development. Working with organizations, students will assess workplace learning needs and design appropriate training or other workplace learning opportunities. Group discussions will link organizational learning theories to practical solutions. Group projects will be used to build students' skills in identifying needs, developing workplace learning strategies, and designing workplace learning opportunities and evaluating outcomes and their impact to the organization.

MGMT 505

Employee Benefits

3 Credit Hours

This course considers health benefits plan design, fiscal control, and administration. Purchase of plans, determination of

plan quality, legal mandates, employee satisfaction and morale issues, including the role of employee assistance programs.

MGMT 507

Leadership and Managing Change

3 Credit Hours

This course examines the effective management of people in organizational settings. The areas of individual behavior, informal and formal organization structure, and group dynamics will be related to leadership style and effectiveness in managing change. Students will critically examine and creatively solve problems of managing individuals and teams within organizations.

MGMT 540

The Global Environment of Business

3 Credit Hours

The Global Environment of Business takes a management perspective to examine the impact of various external and internal environments (e.g., technological, legal, political, socio-cultural, economic) on national and international business organizations. Case studies, articles in business management journals (e.g., Harvard Business Review), and current events will be used to understand and apply international business frameworks. Specific topics covered include globalization, culture, political economy, international business strategy, international human resources management, and international finance.

MGMT 545

Managing High Performance Teams

3 Credit Hours

The goals of this course are to help students understand team dynamics, to become better team members through experience, to be better able to manage teams, whether local or virtual, and to apply team theory to actual practice in their personal and professional lives. This course accomplishes these goals through a combination of exercises supplemented by lecture, discussion, video cases and role-play. Content topics include defining teams, considering styles and skills, connecting to performance, motivating and leading teams, managing culture, implications, working with power and politics, coping with change and strategizing team direction.

MGMT 570

Ethics Governance and Business

3 Credit Hours

Business, Ethics and Governance critically examines the major social, political and economic forces impacting business organizations. Topics include social accounting, labor relations, technological change, consumerism, pollution, government regulation, ethics and morality and equal opportunity. An emphasis will be placed on management's response to societal issues as the corporation attains its mission and goals. This course is designed to increase the students' awareness of ethical problems and how these problems affect managerial and corporate responsibility to individuals and to society.

MGMT 574

Diversity and Inclusion in Organizations

3 Credit Hours

This diversity management course focuses on building the business case for diversity as a competitive advantage in today's organizations, by understanding, valuing and respecting individual differences in the context of workplace diversity. Through readings, cases, and identity group discussion and presentations, the application and implications as well as opportunities and challenges of managing diversity are explored.

MGMT 585

Health Care System Organization

3 Credit Hours

The primary focus of this course is on the development and organization of the various elements of health care in the United States. The continuing impact of the Accountable Care Act is studied. The course considers the growth of the third-party payer system, the impact of employer-based health insurance and the role of government programs. Also included are the changing roles of doctors, other providers, and provider organizations.

MGMT 587

Health Care Financing and Managed Care

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-585

This course looks in detail at the societal and management issues precipitated by the financing of the U.S. health care system. The course considers types of managed care arrangements, the impact of managed care on service provision, risk arrangements, capitation, disease and demand management principles, cost-effectiveness and quality issues and the changing relationships between patients, payers, providers and employers.

MGMT 588

Legal and Regulatory Issues in Health Administration

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-585

This course considers legal obligations and responsibilities of health care providers and organizations in administration. Elements of corporation, agency, administrative and common law are covered. Landmark cases are used to study legal issues faced by providers and health care organizations.

MGMT 590

Strategic Management and Policy

3 Credit Hours

Pre/Corequisite: P (RQ) FINC-521, MKTG-560

Strategic Management and Policy is a capstone course that builds on and integrates key concepts and ideas learned in the core courses of Business Administration. Case studies provide the context for applying a Strategic Management Framework to create effective strategic alternatives in a business setting. Emphasis is placed on how these issues affect the manager and the corporation overall.

MGMT 592

International Business Seminar Study Abroad in China

3 Credit Hours

This course will be completed in China. It provides a study abroad trip to China, as well as the preparation lectures on the Chicago campus. We design the trip to expose our students to the rich culture and fast economic development of China, and motivate and inspire them to be a global leader in the international business environment. The trip lasts for 12 days and covers three major cities of China: Beijing, Shanghai and Hong Kong. We will visit the famous historical sites, local universities, financial companies, and engage in activities such as acrobat show, Peking duck dinner, and high-speed train, etc. The student will receive a grade of "Incomplete" for the Spring semester. Upon the trip completion in the summer, the student will receive the final grade of "Pass" for the course.

MGMT 599

Special Topics in Training and Workplace Learning

3 Credit Hours

The focus of this course is on special topics in management. The course will be offered as a seminar on a subject of current interest. Dean approval required.