

**MANAGEMENT**

*Head of the Department:* Associate Professor Juban

*Professors:* Cappel, King, A. Phillips, C. Phillips, Ramsey, Settoon, Wyld, Yeargain

*Associate Professors:* Walker, Wallace

*Assistant Professors:* Honoree

*Instructors:* Ard, Baraya, Bass, C.Budden, Daigle, Stirling, Swearingen, Taylor

**MANAGEMENT(MGMT)**

**141. Introduction to Business.** Credit 3 hours. An orientation course in business activity, including a study of organization, ownership, marketing, personnel, finance, and management. Not open to juniors or seniors majoring in the College of Business.

**210. Microcomputer Applications for Business.** Credit 3 hours. Emphasis is on hands-on usage of microcomputer applications needed by business such as information/word processing, data base management, spreadsheets and graphics, and other relevant applications as developed. Credit toward the degree will not be granted for both MGMT 210 and CMPS 110.

**220. Advanced Spreadsheet Applications for Business.** Credit 3 hours. A thorough study of the advanced features of spreadsheet applications in business environments. Course includes preparation for the Microsoft Office Specialist Certifications for the MS Excel Core and Expert exams. MOS exams require additional fee.

**231. The Legal Environment of Business.** Credit 3 hours. Law and legal institutions in society, emphasizing areas of law relevant to business operations, general legal, and social environment with emphasis on business ethics; role of contracts in business; and employment obligations. Credit will not be given for both Management 231 and 234.

**232. Business Law.** Credit 3 hours. A study of the laws affecting the operation of businesses. Topics include commercial paper (checks, promissory notes, certificates of deposit, etc.); credit transactions and security devices (mortgages, pledges, liens, etc.); agency; and bankruptcy. Credit will not be given for both Management 232 and 333.

**234. The Legal Environment of Business for Accountants.** Credit 3 hours. Prerequisite: Major in Accounting and/or CPA candidate and Sophomore standing. Law and legal institutions in society, emphasizing areas of law relevant to business operations, such as federal agencies, courts, contracts, employment obligations, and business organizations; plus the effect of ethical considerations on such institutions and processes. Credit will not be given for both Management 231 and 234.

**240. Professional Business Development.** Credit 3 hours. Prerequisites: Management 210. Business competencies required for student success now and in the future as careers are developed. Competencies include critical thinking, effective business presentations, reflective thinking, case analysis, and the use of information technology.

**333. Commercial Law for Accountants.** Credit 3 hours. Prerequisite: Major in Accounting and/or CPA candidate, Junior standing, and Management 234. Legal concepts underlying the Uniform Commercial Code as applied in sales of goods, commercial paper, and secured transactions; applications of bankruptcy, agency, bailment, property rights laws, and accountants legal liability. Credit will not be given for both Management 232 and 333.

**351. Principles of Management.** Credit 3 hours. Prerequisite: Junior standing. Introduction to theory and practice of managing formal organizations, including planning, organizational theory, human behavior, and control.

**375. Small Business Management.** Credit 3 hours. Prerequisite: Management 351. A study of the complexities, challenges, rewards, and risk of managing small businesses. Special focus on forms of ownership, the creation of a business plan, financing small businesses, legal, ethical, and social responsibilities, as well as international opportunities for small businesses.

**391. Management Internship.** Credit 3 hours. Prerequisite: 2.5 Overall GPA, completion of six semester hours in concentration area, and permission of the Department Head. Management internship provides a student with work experience in an assignment selected and approved by the University and Department. Students will earn three hours credit for a minimum of 300 hours of approved work experience. Only management majors can receive credit for the Management Internship course. All grades are assigned on a Pass/Fail basis.

**420. Managing Across Global Environments.** Credit 3 hours. Prerequisite: Junior standing. This course examines the fundamental aspects of the relations between countries in North Central and South America and the regional/international organizations and institutions that support the economic, social, and commercial development between these countries. Credit toward the degree will not be granted for both MGMT 420 and GB 495.

**425. Introduction to International Business.** Credit 3 hours. Prerequisite: Senior standing. An introduction to the field of international business. The empirical dimensions of the world economy; business enterprise in international trade; trade channels; effects of economic, political and social environment on international management problems of international operations; the role of government in fostering international business.

**430. Study Abroad.** Credit 3 hours. Prerequisite: Junior Standing. This course is designed to enrich student's awareness and appreciation for international business and to gain a better understanding of management techniques and national cultures in other countries.

**435. Communication for International Business.** Credit 3 hours. Prerequisite: Junior standing. International and cross-cultural communication problems of multinational organization. Analysis of the role of cultural and linguistic barriers to objectives-oriented communication in international business.

**440. Managing Diversity.** Credit 3 hours. Prerequisite: Management 351. The study of contemporary problems facing managers. Focuses on the development of managerial skills for effectively addressing legal, ethical, and social problems in a diverse and complex workplace.

**464. Business Strategy.** Credit 3 hours. Prerequisites: Management 351, Finance 381, Marketing 303, OMIS 200 and Senior standing. Application of managerial, financial, marketing, and accounting principles in strategic decision making; extensive use of cases and written reports.

**471. Human Resource Management.** Credit 3 hours. Prerequisite: Management 351. A study of personnel management to include historical development; planning for and organizing the personnel department; selection and training of employees; incentive programs; wages, salary, and fringe benefits; utilization of the labor force; and management-labor relations.

**472. Special Topics in Management.** Credit 3 hours. Prerequisite: Management 351. A course designed to encourage critical thinking and awareness of current issues and problems confronting business, such as individual and organizational performance issues, ethics, environmental problems, and technological changes. Intensive use of current reference materials, and class discussion. The content may change from semester to semester and will be announced in advance

**473. Organizational Behavior.** Credit 3 hours. Prerequisite: Management 351. A study of the various methods of motivating employees and handling a multitude of human problems involved in any type of business. The student will actively participate in role-playing situations and will study actual companies in the Southeast Louisiana area.

**475. Employment Law.** Credit 3 hours. Prerequisites: Management 231 and 471. Legal concepts underlying employment laws including evaluating job descriptions and job specifications, wrongful discharge, wage and hour laws, anti-discrimination statutes, and development of employment policies that ensure fair treatment of employees within the legal system.

**476. Staffing, Compensation, and Employee Development.** Credit 3 hours. Prerequisite: Management 231 and 471. A study of the legal concepts underlying employment laws including evaluating job descriptions and job specifications, wrongful discharge, wage and hour laws, anti-discrimination statutes and development of employment policies that ensure fair treatment of employees within the legal system.

**478. Leadership.** Credit 3 hours. Prerequisite: Management 351; Senior Standing (or permission of Dept. Head). An overview of theoretical and practical aspects of organizational leadership. Critically examines leadership approaches, debates, and controversies. Emphasizes the development of leadership skills for influence in organizational settings.

**485/585. Entrepreneurship.** Credit 3 hours. Prerequisites: Management 351, Accounting 200, Marketing 303, and Finance 381. A study of the entrepreneur's role in business, including the process of developing an idea into a feasible business plan and the factors to be considered in purchasing an on-going business. Special attention will be devoted to the operation and management of a small business.

**620. Environmental Management.** Credit 3 hours. A course designed to provide students an overview of the issues and concepts associated with the business-economy/environmental interaction. The course will focus on the evolution of four themes, or four "shades of green," that contribute toward creating and sustaining competitive and strategic advantage.

**630. Study Abroad.** Credit 3 hours. Prerequisite Graduate Standing. This course is designed to enrich student's awareness and appreciations for international business and to gain a better understanding of management techniques and national cultures in other countries.

**640. Seminar in Industrial Relations.** Credit 3 hours. An analysis of the collective bargaining system, including labor legislation, bargaining strategies, contract negotiations, grievance handling, and other pertinent topics. Class format includes lecture, discussion, and case analysis.

**650. Health Care Law.** Credit 3 hours. A course designed to familiarize the student with federal and state laws and regulations which affect the management of health care centers such as hospitals and nursing homes.

**656. Advanced Health Care Administration.** Credit 3 hours. A course designed to focus on many of the varied skills and disciplines which must be mastered in order to be a highly effective health care manager. Emphasis is placed on an accurate and relatively comprehensive picture of health care management theory and practice that should serve as a foundation for further development within the field of health care administration.

**663. Organization Theory and Behavior.** Credit 3 hours. Prerequisites: Management 351. Contributions of both formal theory of organizations and the behavioral sciences are examined as they impact upon organizational functions and processes.

**683. Business Policy and Strategy.** Credit 3 hours. Prerequisite: Open to MBA candidates during the last twelve hours of the program. This is the integrative capstone course for graduate students in business and utilizes a systems perspective to analyze complex organizational issues and problems from the viewpoint of top management. The case method is used for problem identification and solution proposals.

**695. Special Topics in Management.** Credit 3 hours. Prerequisite: Graduate standing. A seminar course focusing on selected issues in management. The content will change from semester to semester and will be announced in advance.