

MANAGEMENT (MGMT)

Subject-area course lists indicate courses currently active for offering at the University of Louisville. Not all courses are scheduled in any given academic term. For class offerings in a specific semester, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>).

500-level courses generally are included in both the undergraduate- and graduate-level course listings; however, specific course/section offerings may vary between semesters. Students are responsible for ensuring that they enroll in courses that are applicable to their particular academic programs.

Course Fees

Some courses may carry fees beyond the standard tuition costs to cover additional support or materials. Program-, subject- and course-specific fee information can be found on the Office of the Bursar website (<http://louisville.edu/bursar/tuitionfee>).

MGMT 101. Introduction to Business 3 Units

Term Typically Offered: Fall Only

Prerequisite(s): Admission to the Business Essentials Minor Program.

Description: An introduction to the functional areas of business, including accounting, finance, marketing, operations, competitive strategy, and human resources. The course is designed to help you appreciate the interrelationship of these business functions and, more generally, the role and context of business in society. Other topics include: the economic and legal environment of business, the globalization of markets, workforce diversity, and entrepreneurship.

Note: The course is not open to College of Business students.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 200. Elements of Management 1.5 Units

Prerequisite(s): Admission to the Business Essentials Minor Program; CIS 100 or CIS 250; MGMT 101.

Description: Introduction to four basic management functions: Planning, Organizing, Leading, and Controlling. Each of these functions will be discussed in the context of major ethical and environmental forces. At the conclusion of this course you will develop strategies for improving your skills and ability to manage people, projects, and processes.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 201. Business Statistics 3 Units

Term Typically Offered: Fall, Spring, Summer

Prerequisite(s): An ACT score of 25 or higher in mathematics or completion of MATH 111.

Description: Data display techniques, such as frequency distributions and histograms. Descriptive statistics, including measures of center and spread, correlation, and least squares lines. Probability distributions, with emphasis on binomial, Poisson, and normal distributions. Inferential statistics, including confidence interval estimation, tests of significance, and process control charting. Students will learn to do statistical functions using Excel.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 300. Business Communications 3 Units

Prerequisite(s): ENGL 101 and ENGL 102.

Description: Application of communication principles to current business situations. Emphasis on effective business writing and oral communications.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 301. Management and Organizational Behavior 3 Units

Term Typically Offered: Fall, Spring, Summer

Corequisite(s): CIS 250 or CIS 305.

Description: Designed to provide students with the basic level of knowledge and skills in management and interpersonal processes necessary for more advanced business study and employment success.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 305. Human Resource Management 3 Units

Term Typically Offered: Fall, Spring

Prerequisite(s): MGMT 301.

Description: The goal of the course is two-fold: to introduce students to the philosophy of the personnel function in business, and to develop understanding concerning application of the basic manpower management functions-employment training and education, labor relations, employee services, wage and salary analysis, and personnel research.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 306. Human Resource Management Applications 3 Units

Term Typically Offered: Occasionally Offered

Prerequisite(s): BUS 301 and MGMT 305.

Description: This course will cover a broad range of applications associated with human resource management from the perspective of the manager and supervisor. Students will practice and develop skills in interviewing, delivering performance feedback, dealing with personnel issues, and terminating employees.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

<p>MGMT 310. Minorities, Managers and the Workplace 3 Units Prerequisite(s): Sophomore standing. Description: In this class the complex issues of diversity in the workplace will be considered from the perspective of the employee and the manager in the context of the basic managerial decision areas of the business organization. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 332. Employment Law 3 Units Prerequisite(s): MGMT 305. Description: A study of the legal and social aspects of employment law and the issues giving rise to this field of governmental activity. Emphasis will be placed upon the laws governing human resource management decisions. General areas of employment law to be addressed include: equal employment opportunity law, occupational safety and health, the regulation of union-management relationships, and areas of developing law in the employee rights arena. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 315. Collaboration: Theory and Skills 3 Units Term Typically Offered: Fall, Spring Description: In this course, students will learn theory and develop skills for collaborating across the wide range of circumstances they are likely to encounter in their careers. The three areas in the courses are team design and process, conflict management, and collaboration. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 350. Statistical Inference and Forecasting 3 Units Prerequisite(s): MGMT 201. Description: A continuation of MGMT 201 including simple and multiple regression and correlation, non-parametric statistics, time series analysis, analysis of variance, and special topics. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 321. Office Procedures and Management 3 Units Prerequisite(s): MGMT 301. Description: The study of efficient office procedures as well as the relationship of the office function to the business enterprise. Emphasis is placed on the design and management of office services. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 358. Management Science 3 Units Prerequisite(s): MGMT 201. Description: This course is designed to develop a basic understanding of the aims, methodology, and specific tools of operations research, with a strong application orientation in various functional areas. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 325. Professional Skills for Managers I 2 Units Grading Basis: Pass/Fail Prerequisite(s): ACCT 201, ACCT 202; CIS 100 or CIS 250. Description: Management majors only. To be taken concurrently with MGMT 301. The components of a portfolio of professional skills are identified and integrated into a personal framework for development. Topics include, but are not limited to, career planning, oral and written communications, organizational skills, business etiquette, and time management. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 360. Managing the Multinational Enterprise 3 Units Prerequisite(s): MGMT 301. Description: A study of selected management issues within an international context. Topics include the nature of international business, framework for international transactions, strategies, operational issues, and global negotiations. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 331. Labor Economics 3 Units Term Typically Offered: Fall, Spring Prerequisite(s): ECON 201 and ECON 202. Description: An examination of labor problems and their solutions by competitive market forces. Topics in labor economics include the nature of the labor force, its allocation and utilization, the structure and determination of wages, and unemployment. Note: Cross-listed with ECON 331. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 397. Co-op in Management 1-3 Units Grading Basis: Pass/Fail Term Typically Offered: Fall, Spring, Summer Prerequisite(s): MGMT 301; university GPA 2.8; Management majors only. Description: A new workplace experience in an approved Management position which offers a progression of learning in a level appropriate opportunity for practical application of classroom theory and tools. Note: Application to the co-op program and completion of orientation processes should be completed prior to employment. Course Attribute(s): CBL - This course includes Community-Based Learning (CBL). Students will engage in a community experience or project with an external partner in order to enhance understanding and application of academic content. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>

<p>MGMT 398. Co-op in Management II 1-3 Units Grading Basis: Pass/Fail Term Typically Offered: Fall, Spring, Summer Prerequisite(s): MGMT 397; university GPA 2.8; validation through the College of Business Co-op Office. Description: A new or continued workplace experience in an approved Management position which offers new learning and/or additional responsibilities that continue the student's progression of learning and opportunity for practical application of classroom theory and tools. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 403. Total Quality Management 3 Units Term Typically Offered: Occasionally Offered Prerequisite(s): MGMT 301. Description: An examination of the concepts and techniques of Total Quality Management (TQM) leading to continuous quality improvement of goods and services. Particular emphasis is placed on formulating quality objectives, understanding internal and external consumers, issues of group empowerment, the role of quality councils, the Baldrige Award and problem solving techniques. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 399. Co-op in Management III 3 Units Grading Basis: Pass/Fail Term Typically Offered: Fall, Spring, Summer Prerequisite(s): Permission of the College of Business Co-op Office. Description: A new or continued workplace experience in an approved Management position which offers new learning and/or additional responsibilities that continue the student's progression of learning and opportunity for practical application of classroom theory and tools. Course Attribute(s): CBL - This course includes Community-Based Learning (CBL). Students will engage in a community experience or project with an external partner in order to enhance understanding and application of academic content. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 404. Project Management 3 Units Term Typically Offered: Fall, Spring, Summer Prerequisite(s): BSTA 201 or BSTA 301 or equivalent. Description: This course will describe the use of projects to support business objectives in modern organizations. Topics to be covered include the selection of projects, their initiation, implementation, control and termination. The roles of the project manager and project team members will be covered as well. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 400. Design of Experiments 3 Units Prerequisite(s): MGMT 350. Description: An advanced statistics course, including analysis of variance and experimental design with emphasis on business research. Covers randomized designs, multi-factor designs, latin squares, and analysis of covariance. Emphasis on interpretation of results. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 405. Process Measurement and Experimentation 3 Units Prerequisite(s): MGMT 401. Description: A study of statistical tools for measuring processes used in manufacturing and service organizations. Topics include quality function deployment, Taguchi experimental design, process mapping, and statistical process control. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 401. Operations Management 3 Units Term Typically Offered: Fall, Spring, Summer Prerequisite(s): ACCT 201; ACCT 202; ECON 201; ECON 202; BSTA 201 or BSTA 301 or equivalent and MGMT 301. Corequisite(s): CIS 300 or CIS 305. Description: This course presents topics related to the transformation of inputs into goods and/or services such as operations strategy, quality management, supply chain management, and enterprise resource planning. It covers quantitative models to solve various operational problems. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 407. Human Resource Development 3 Units Prerequisite(s): MGMT 305. Description: The purpose of this course is to analyze employee training and development needs of profit and nonprofit organizations. Problems in assessing skills, developing apprenticeship and training programs, and assessing program effectiveness will be discussed. The design and implementation of training and development programs will be presented. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 402. Essentials of Organizational Behavior 3 Units Prerequisite(s): MGMT 301. Description: A study of individual behavior in organizations. Factors influencing behavior at the individual, group, and organizational levels will be explored. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 415. Simply Business Summer Management Program 3-6 Units Prerequisite(s): Junior standing, minimum 2.5 GPA. Description: Course is designed for non-business majors to provide an understanding of business essentials including accounting, economics, information systems, finance, management, and marketing. Course is not open to business majors or minors. It does not substitute for MBA foundation courses. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 420. Systems Development Projects 3 Units Description: Systems Development Projects. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 420. Systems Development Projects 3 Units Description: Systems Development Projects. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>

<p>MGMT 421. Collective Bargaining 3 Units Prerequisite(s): MGMT 305. Description: The primary purpose of this course is to provide the student with an understanding of the theories and practices of negotiating and administering collective bargaining agreements, emphasizing today's major problems and new trends. The course material includes the negotiation process, the subject matter of contracts, grievance procedures, and arbitration case work. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 441. Business Strategy and Policy 3 Units Term Typically Offered: Fall, Spring Prerequisite(s): FIN 301; MGMT 301; MKT 301; CIS 300 or CIS 305; CLAW 301; MGMT 401; and Senior standing. Description: The study of the interdisciplinary nature of upper level management decision-making. Comprehensive cases and/or computer simulations are used to familiarize students with the analysis of industry trends, internal operations, and the external environment under conditions of uncertainty. Domestic and international dimensions of strategy formulation and execution are examined. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 425. Professional Skills for Managers II 1 Unit Grading Basis: Pass/Fail Prerequisite(s): MGMT 325. Description: The students' portfolios of professional skills defined in MGMT 325 and developed throughout the management curriculum are assessed to identify personal strengths and weaknesses. Quality of the portfolio is of utmost importance. Any weaknesses which do not meet minimally acceptable levels must be corrected before graduation. Note: Must be taken in a student's final semester before graduation. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 442. Community Outreach & Consulting - CUE 3 Units Term Typically Offered: Fall Only Prerequisite(s): MGMT 301, MGMT 306, MGMT 315, MGMT 401, and MGMT 404. Description: This course will match students with a Louisville Metro area not-for-profit organization to engage in volunteerism for the semester. Based on insights gleaned from engagement with the organization, students will propose and execute a project that will benefit the sponsoring organization. Students will utilize and further sharpen project management skills. Course Attribute(s): CUE - This course fulfills the Culminating Undergraduate Experience (CUE) requirement for certain degree programs. CUE courses are advanced-level courses intended for majors with at least 90 earned credits/senior-level status., CBL - This course includes Community-Based Learning (CBL). Students will engage in a community experience or project with an external partner in order to enhance understanding and application of academic content. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 435. Business and Society 3 Units Term Typically Offered: Occasionally Offered Prerequisite(s): Minimum of 12 semester hours chosen from FIN 301, MGMT 301, MKT 301, CIS 300, CLAW 301, or MGMT 401. Description: This course investigates the appropriate role for companies in our society: personal vs. corporate values; corporate involvement in urban problems; prejudice and discrimination; rights and responsibilities of the business person. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 458. Management Decision Making 3 Units Term Typically Offered: Fall, Spring Prerequisite(s): MGMT 201. Description: This course explores a number of theories, approaches and methods of management decision making. Overviews of both quantitative and non-quantitative methods will be provided with emphasis on selected methods. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 440. Small Business Counseling 3 Units Term Typically Offered: Fall, Spring Prerequisite(s): FIN 301; MGMT 301; MKT 301; CIS 300 or CIS 305; CLAW 301; MGMT 401; and Senior standing. Description: Providing students an opportunity to work with a partner in addressing problems or needs of a small business (up to 150 employees), this course enables students to consult, counsel, and offer recommendations to the business owner. Students select the projects from a list provided and work together with the faculty member to create a course of action for the business to pursue. Course Attribute(s): CBL - This course includes Community-Based Learning (CBL). Students will engage in a community experience or project with an external partner in order to enhance understanding and application of academic content. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 459. Managerial Analytics 3 Units Term Typically Offered: Spring Only Prerequisite(s): BSTAT 301, CIS 205, AND CIS 305. Description: This course will cover tools and techniques of data analysis for making better managerial decisions regarding people, processes, and resources. Students will learn how to apply data mining, text analysis, and visual analysis tools and solve business problems. Students will present data-based analyses clearly and persuasively in order to gain support from stakeholders. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>

MGMT 460. Images of Leadership 3 Units

Term Typically Offered: Fall, Spring, Summer

Prerequisite(s): MGMT 301.

Description: This course integrates the theories of leadership with the practice of leading high-performing systems. Through exposure to different perspectives of leadership, as well as case studies of several different leaders, students are shown that leaders look and behave differently. There is not simply a single set of behavior patterns that all leaders follow. On the other hand, leadership is shown to be consistent from leader to leader.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 477. Theory of Constraints 3 Units

Prerequisite(s): MGMT 401.

Description: This course presents the Theory of Constraints (TOC) and the TOC thinking processes. The goal of an organization is discussed followed by throughput accounting and the use of the "five focusing steps" to identify and manage constraints to organization performance. Students will also learn the thinking processes, a set of powerful tools they will use to 1) identify core problems that prevent organizational improvement, 2) develop breakthrough solutions to those problems, 3) break down the obstacles to change, 4) cause change to occur in the organization, and 5) achieve buy-in across organizational functions.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 490. Special Topics in Management 1-3 Units

Term Typically Offered: Fall, Spring

Description: A variety of contemporary topics in management will be studied. Course content may vary but will not duplicate other course offerings.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 499. Independent Study in Management 1-3 Units

Term Typically Offered: Fall, Spring, Summer

Description: Written proposal must be sponsored by at least one faculty member and approved by the Department Chair.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 500. Introduction to Administrative and Organizational Behavior. 3 Units

Description: Introduction to administrative and organizational behavior.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)