

MANAGEMENT (MGMT)

300 Level Courses

MGMT 303: *Principles of Management*. 3 credits.

Examines managerial work under range of business models. Managerial functions and activities including planning, organizing, balancing conflicting demands, leading and controlling are examined in depth and in context of current organizational examples. Discuss variety of pressures contemporary managers face. Notes: Students cannot receive credit for both MGMT 301 and MGMT 303. Costello College of Business students will not be permitted to make more than three attempts to achieve a C or higher in MGMT 303. The third attempt requires Costello College of Business academic advisor approval. Those who do not successfully complete this course within three attempts will be terminated from their concentration and will not be eligible to receive a degree from the Costello College of Business. For more information, see Academic Policies. Offered by Management. Limited to two attempts.

Recommended Prerequisite: BUS 103 and BUS 200.

Registration Restrictions:

Students with a class of Freshman may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture, Recitation

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 313: *Organizational Behavior*. 3 credits.

Course expands management knowledge through defined focus on organizational behavior (OB). OB is field of study aimed at predicting, explaining, understanding and changing human behavior as it's reflected in organizations. Science of OB is interdisciplinary in nature and draws from psychology, sociology, social psychology, and group dynamics. Course explores dynamics between individual and organization through this behavioral science lens. Notes: Students cannot receive credit for both MGMT 301 and MGMT 313. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Mason Core: Mason Core, Writing Intensive in Major (<https://catalog.gmu.edu/mason-core/>)

Registration Restrictions:

Required Prerequisites: MGMT 303^C, 303^{XS}, L303 or 303T.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 321: *Introduction to Human Resource Management*. 3 credits.

The field of human resource management examines what can or should be done to make workers more productive and satisfied. The course builds on MGMT 303 by introducing key concepts and techniques that managers need to attract, retain, develop, compensate, and motivate quality talent. Also emphasizes legal and ethical considerations in human resource management. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Specialized Designation: Mason Impact.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, L301, 303^C, L303 or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 325: *Creating Value for Business Stakeholders*. 3 credits.

This course will challenge current business norms of "Shareholder Primacy or Profit Maximization" to a broader understanding and critical discussion of Stakeholder Theory of Management. Stakeholders - shareholders, employees, customers, community/society, supply chain, and the planet - can have a direct impact on the success of a business and can be impacted positively or negatively depending on how a business acts. Businesses with a stakeholder value orientation may make different choices in pursuit of goals than do businesses with purely shareholder value orientation. This multidisciplinary course, open to students across the University, will support student development of an advanced and critical understanding of the key stakeholders in a business. This course touches on concepts from finance, HR, marketing, supply chain, economics, public policy, and environmental science to address the complex business and societal challenges. A third attempt requires business advisor approval. Offered by Management. Limited to two attempts. Equivalent to BUS 325.

Registration Restrictions:

Students with a class of Freshman may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

400 Level Courses

MGMT 412: *Diversity in Organizations*. 3 credits.

Builds on MGMT 303 by emphasizing intrapersonal, interpersonal, organizational, and societal phenomena relevant to issues of diversity.

Examines phenomena and processes in general and with regard to specific dimensions such as gender, race, and ability. Designed to increase students' knowledge of diversity in organizations, understanding of others' perspectives, and ability to work well with people who differ from themselves. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Specialized Designation: Mason Impact.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, L301, 303^C, L303 or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 413: *Organizational Development and Management Consulting*. 3 credits.

Introduces theory and practice of organization development. Assumes some basic knowledge of organizational behavior, and addresses how to use knowledge about organizations to change them. Focuses on ways of understanding organizations with attention to theoretical underpinnings of field and diagnostic models, and processes for entering organizations. Later sessions focus on contracting, data collection, organizational diagnosis, data feedback, and change technologies. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, L301, 303^C, L303 or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 421: *Advanced Human Resource Management*. 3 credits.

Builds on MGMT 321 by using a case-based approach to deepen understanding of HRM practices. Students conduct projects requiring application of strategic HR processes. Includes discussion of advanced topics not thoroughly covered in MGMT 321. Relevant for management majors, particularly those seeking a human resource management career. Helps prepare for SHRM Professional in Human Resources certification exam. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: (MGMT 301^C, L301, L303, 303^{XS} or 303^C) and (MGMT 321^C or 321^{XS}).

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 431: *The Legal Environment for Employee and Labor Relations*. 3 credits.

Examines the legal aspects of employee and labor relations from a managerial perspective. Topics include the employment at will doctrine; wrongful discharge; federal and state employment discrimination legislation; and regulation of employee welfare. Includes lectures, cases, and readings. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: BULE 302^C, L302, 303^C, L303 or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 441: *International Strategy*. 3 credits.

Course focuses on seven inter-related pillars underpinning international strategy and these areas are: global environment and marketplace, global competitiveness and manufacturing including role of USA, global macroeconomics and financial infrastructure, global management approaches and management of transnational firms, new forces that shape global strategy, and globalization lessons learned and its limitations. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, 303^C, L301, L303, 301T, 303T or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 451: Introduction to Entrepreneurship. 3 credits.

Provides students an introduction to key concepts, methods, and frameworks of innovation and entrepreneurship. The experiential component of the course will be supplemented by readings, written work and presentations, and classroom discussion. The course will explore and explain the importance of entrepreneurship, entrepreneurs, and their firms in addition to allowing students to experiment with various entrepreneurial concepts and activities. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, L301, 303^C, L303 or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 452: Experiential Entrepreneurship. 3 credits.

Provides students opportunity to experience entrepreneurship at advanced level through hands on development of a new firm, product or service. Students identify an innovative opportunity to work on or will work with local startup or organization developing innovative new product or service. Focuses on opportunity recognition and execution and introduces students to day to day experience of innovators and entrepreneurs. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: MGMT 451^C, 451^{XS}, MBUS 304^C, 304^{XS} or MGMT L451.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 453: Starting a Business. 3 credits.

Examines the paths to small business ownership, including starting an enterprise or purchasing an existing business. Focus will be on franchising and licensing, as well as family-run enterprises. Students will gain a broad understanding of location choice, facilities and layout, in addition to the legal issues associated with small business creation. Harvesting and exiting options will also be explored. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Students with a class of Freshman may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 454: Social Impact and Entrepreneurship. 3 credits.

This course takes a business-oriented multidisciplinary case study approach to exploring the growing field of social innovation and enterprise: that is, the course investigates the historical context of social entrepreneurship, methods and models of social enterprises, marketing social innovation, limits of market-based models, skills needed to tackle wicked problems, and quantitative methods for assessing and measuring impact. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Specialized Designation: Mason Impact.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, 303^C, 303^{XS}, MBUS 304^C or 304^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 461: Cross Cultural and Global Management. 3 credits.

Explores theory and practice of managing culturally diverse organizations in domestic and international contexts. Topics include management customs and practices in different world regions, cross-cultural communication and learning, and the developing culturally and internationally sophisticated employees and managers. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, L301, 303^C, L303 or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 462: Honors Seminar in Management (Topic Varies). 3 credits.

Topic and format vary. In-depth study of topic of interest to managers and organizations. Notes: Enrollment limited and competitive. A third attempt

will require academic advisor approval. Offered by Management. Limited to two attempts.

Specialized Designation: Topic Varies

Recommended Prerequisite: Invitation of professor.

Registration Restrictions:

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 463: *Negotiations in Organizations*. 3 credits.

Focuses on theory, processes, and practice of negotiation within and across organizations, including attention to ethical issues. Explores systematic ways to increase quality of negotiated agreements, including methods of preparation and use of rational assumption, bidding and decision criteria. Format includes negotiation exercises, lecture, and discussion. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, L301, 303^C, L303 or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 464: *Teamwork and Interpersonal Skills*. 3 credits.

Focuses on intensive development of high professional-level skill set for collaboration and leadership in contemporary environments. Builds on content introduced in MGMT 303. Attention to developing personal leadership capabilities, collaborating in traditional and virtual environments, improving group processes, project management, tolerating ambiguity, improving communication, creative problem solving, time management, coaching, and empowering employees. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, L301, 303^C, L303 or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 471: *Competitive Strategy*. 3 credits.

Explores industry structures and competitive behavior of firms. Attention to how firm uses tangible, intangible, and human resources to develop sustainable competitive advantage, and how competitors interact in marketplace. Introduces tools and concepts to analyze industry dynamics and competitive interactions of firms in these industries. A third attempt will require academic advisor approval. Offered by Management. Limited to two attempts.

Registration Restrictions:

Required Prerequisites: MGMT 301^C, L301, 303^C, L303 or 303^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 491: *Current Topics in Management*. 3 credits.

Advanced study of management concepts and selected topics. Incorporates intensive analysis of management problems of long-term strategic significance or current urgency for organizational planning and operations. Includes significant contemporary research findings. Offered by Management. May be repeated within the degree for a maximum 6 credits.

Specialized Designation: Topic Varies

Registration Restrictions:

Required Prerequisites: MGMT 312^C, 313^C, L312, L313 or 313^{XS}.

^C Requires minimum grade of C.

^{XS} Requires minimum grade of XS.

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Lecture

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 492: *Internship in Management*. 3 credits.

Opportunity to gain practical, professional experience in conjunction with academic development. An internship is an important part of academic and career preparation. May be used as elective credit, but may not be

repeated. Notes: No more than 6 credits of Costello College of Business internship coursework (BUS 492 or MGMT 492) can be applied towards a student's 120 (BU) degree applicable credits. Students must receive departmental approval in order to register for this course; please contact the Costello College of Business Office of Career Services for internal eligibility requirements. Offered by Management. May be repeated within the degree for a maximum 6 credits.

Recommended Prerequisite: 75 credit hours

Registration Restrictions:

Required Prerequisites: MGMT 301^{B-} or 303^{B-}.
B- Requires minimum grade of B-

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Internship

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 499: Independent Study. 1-3 credits.

Research and analysis of selected problems or topics in management must be arranged with instructor and approved in writing by associate dean for undergraduate programs. Notes: Written report required. Offered by Management. May be repeated within the term for a maximum 6 credits.

Specialized Designation: Topic Varies

Recommended Prerequisite: Management majors with at least 9 upper-level management credit hours.

Registration Restrictions:

Students with a class of Freshman or Sophomore may **not** enroll.

Non-Degree or Washington Consortium level students may **not** enroll.

Students with the Ineligible to take MGMT crses or terminated from BC major attributes may **not** enroll.

Schedule Type: Independent Study

Grading:

This course is graded on the Undergraduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

700 Level Courses

MGMT 711: Seminar in Organizational Behavior. 3 credits.

This course is designed to expose doctoral students to a broad foundation in organizational behavior research. Offered by Management. May not be repeated for credit.

Registration Restrictions:

Enrollment is limited to Graduate level students.

Schedule Type: Lecture

Grading:

This course is graded on the Graduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 712: Seminar in Strategic Management. 3 credits.

This course is designed to expose doctoral students to a broad foundation in strategic management research. Offered by Management. May not be repeated for credit.

Registration Restrictions:

Enrollment is limited to Graduate level students.

Schedule Type: Lecture

Grading:

This course is graded on the Graduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

800 Level Courses

MGMT 892: Special Topics in Strategic Management. 3 credits.

Selected topics reflecting specialized areas in management. Content varies. May be repeated when topic is different. Offered by Management. May be repeated within the degree for a maximum 9 credits.

Specialized Designation: Topic Varies

Registration Restrictions:

Enrollment is limited to Graduate level students.

Schedule Type: Lecture

Grading:

This course is graded on the Graduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)

MGMT 893: Special Topics in Organizational Behavior. 3 credits.

Selected topics reflecting specialized areas in organizational behavior. Offered by Management. May be repeated within the degree for a maximum 9 credits.

Specialized Designation: Topic Varies

Registration Restrictions:

Enrollment limited to students with a class of Advanced to Candidacy or Graduate.

Enrollment is limited to Graduate level students.

Schedule Type: Lecture

Grading:

This course is graded on the Graduate Regular scale. (<https://catalog.gmu.edu/policies/academic/grading/>)