

MANAGEMENT

Head of the Department: Associate Professor Juban

Professors: Cappel, Hotard, Jamal, A. Phillips, C. Phillips, Settoon, Waikar, Wyld, Yeargain

Associate Professors: R. Cope, B. Cope III, Schuldt

Assistant Professors: Honoree, Huynh, Swearingen

Instructors: Ard, Baldwin, Bass, Budden, Daigle, Stirling, 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.

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.

261. Business Statistics. Credit 3 hours. Prerequisite: Mathematics 161 and Computer Science 110 or GBBT 210. Collection and organization of business and economic data; descriptive statistics; measures of central tendency and dispersion; statistical inference; probability; time series; index numbers; and regression and correlation topics.

309[290]. Management Information Systems. Credit 3 hours. Prerequisites: Computer Science 110 or GBBT 210. A study of the foundations of information systems such as networks, databases, the Internet, computer hardware, and software. Focuses on the interdependence among an organization's management, business processes, and information systems.

310. Data Management for Business. Credit 3 hours. Prerequisite: Management 290. An introduction to the concept, use, and application of data management in business decision making. Topics include data management principles, core components of data processing, data modeling, and relational database designs.

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

362. Management Science. Credit 3 hours. Prerequisite: Management 261 and Junior standing. The use of statistical methods and techniques as scientific tools in business decision making.

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.

390. Decision Support Systems. Credit 3 hours. Prerequisite: Management 261 and 290. An introduction to business decision support systems. A cognitive process and decision-making perspective is used to highlight the implications of decision support technology for managerial problem solving. The evolution of decision support systems is discussed from architecture, design, and implementation through artificial intelligence.

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.

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.

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 Policy and Decision-Making. Credit 3 hours. Prerequisites: Management 261, 351, Finance 381, Marketing 303, and Senior standing. Application of managerial, financial, marketing, and accounting principles in 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.

474/574 [474UG]. Production and Operations Management. Credit 3 hours. Prerequisite: Management 261 and 351 or consent of the Department Head. The study of the systems for the creation of goods and services consumed by society.

475. Employment Law. Credit 3 hours. Prerequisites: Mgmt 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 471. A skills-based course for human resource managers. Emphasis is placed on fusing theory and practice in the areas of human resource planning, staffing, compensation, and training and development. Applied techniques are examined through simulations, skills exercises, and role modeling.

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.

484. Project Management. Credit 3 hours. Prerequisites: Management 261 and Management 351. The study of planning, scheduling, organizing, and controlling projects for product development, construction, information systems, new businesses, and special events. Primary course emphasis is on the project management process and the tools used for control.

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.

490. Management Information Systems Development. Credit 3 hours. Prerequisite: Registration in or prior credit for Management 310. The study of information systems tools, techniques, and skills necessary to perform in-depth systems analysis. Emphasizes the application of process-oriented, data-oriented, and object-oriented approaches to systems analysis.

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.

635. Database Modeling and Design. Credit 3 hours. Prerequisite: Management 290. The study of database design methodologies in various database environments. Topics include data management, structured query language, security techniques, user interface design, and data warehouses.

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.

645. Statistical Methods in Business and Economics. Credit 3 hours. Prerequisite: Management 261. Statistical inference; analysis of variance; trend and curve fitting; multiple and partial correlation; application to business problems with appropriate computer applications.

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.

653. Health Care Financial Management. Credit 3 hours. A course designed to introduce students to the concepts of basic managerial financial functions, such as budgeting, accrual accounting, and the responsibilities of financial management.

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.

690. Information Systems Analysis and Design. Credit 3 hours. Prerequisite: Management 309. A study of information systems for management decision making, systems construction and computer utilization, organizational concepts, systems and data systems designed for business functions.

691. Technology Applications in Management. Credit 3 hours. Prerequisite: Management 290. A course designed to examine existing and emerging information technology applications. Special emphasis will be given to the role managers play in the successful application of information technology to improve business processes.

694. Information Technology Project Management. Credit 3 hours. Prerequisite: MGMT 690. This course focuses on the study of the unique challenges of information technology and knowledge management for today's project managers. Emphasis is placed on project control techniques.

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.