ITM 1270: Fundamentals of Information Systems and Applications

Upon successful completion of the course, a student will be able to:

- Identify system components and utilize computer hardware and software.
- Become proficient in using the features of word processing in Microsoft Word.
- Become proficient in using spreadsheet software and be able to create technical and complex spreadsheets for data analyses using Microsoft Excel.
- Use a database such as Microsoft Access.
- Develop effective and professional business presentations using Microsoft Power Point.
- Use the internet to research information and enhance their documents.
- Understand ethics and security within the context of information technology.

ITM 3060: Information Technology Management

Upon successful completion of the course, a student will be able to:

- Understand the critical concepts and terminologies in information systems.
- Understand the role of non-IT managers in information systems planning, systems development, and hardware and software selection.
- Define problems and the current environment for existing business systems in the areas of accounting, finance, marketing, and manufacturing.
- Know the important business functions provided by typical business software such as Customer Relationship Management (CRM) and Enterprise Resource Planning (ERP).
- Understand the technical aspect of telecommunication systems and internet as well as their roles in business environment.
- Become familiar with the investigative methods for building and designing computer based information systems.
- Appreciate the trends, ethical, security, and globalization issues in information technology.
- Use software tools such as excel and access to analyze and solve business problems.

ITM 4271: Database Management and Applications

Upon successful completion of the course, a student will be able to:

- Understand database concepts and structures.
- Explain terms related to database design and management.
- Understand the objectives of data and information management.
- Understand data modeling and database development process.
• Construct and normalize conceptual data models.
• Develop logical data models.
• Implement a relational database into a database management system.
• Use database management systems such as Microsoft Access and Oracle SQL Plus.
• Become proficient in using database query language, i.e., SQL.
• Understand the issues related to database performance.

**ITM 4272: Information Technology and Telecommunication Systems**

Upon successful completion of the course, a student will be able to:

• Understand the fundamental terminology and concepts of data communication.
• Be knowledgeable about the theory and practice of computer networking and data communication.
• Explain the basic principles, architecture, and implementations of data communication.
• Understand the differences between local and wide area networks.
• Understand the basic standards and protocols of data communication.
• Describe the various types of data communication networks.
• Distinguish among the different types and uses of data communication hardware.
• Understand the issues related to network management and data communication administration.
• Apply the knowledge to properly analyze and describe network performance issues.

**ITM 4273: Business Intelligence Systems**

Upon successful completion of the course, a student will be able to:

• Understand the business relevance and technical basics of business intelligence (BI), knowledge management (KM), and decision support.
• Understand the role of analytics in decision making.
• Understand the concepts, methodologies, and technologies behind decision support systems.
• Have an overview and understanding of practical uses of BI and KM systems such as Artificial Intelligence and Expert Systems.
• Justify, plan, and analyze the use of decision support systems.
• Understand data warehousing technologies.
• Have an overview of data visualization applications.
• Understand the basics of data mining technologies.

**ITM 4277: Information Systems Development and Management**

Upon successful completion of the course, a student will be able to:

• Describe software development tasks and different approaches to software development.
• Determine technical, economical, and organizational factors to do a feasibility analysis.
• Apply information-gathering techniques to document the requirements for an information system solution.
• Understand how to use design methodologies and modeling techniques to describe and detail the solution.
• Plan, design, and execute usability evaluations.
• Develop project plans, and understand how to organize, direct, and control a project for software development or implementation.
• Proficiently use a development tool.

**ITM 4278: E-Business Systems Development**

Upon successful completion of the course, a student will be able to:
• Realize the potential for doing business on the web and identify a proper e-commerce model.
• Understand the impact of technology, particularly the telecommunication and Internet technology, on business.
• Know the various web technologies and can recommend using them.
• Know the issues important to web strategies, business models, channel of distribution, opportunity to provide services, and cost-cutting strategies.
• Recognize the importance of security and trust in ecommerce, and be able to realize techniques to foster the process of doing business on the Web.
• Comprehend the important issues in design and development, such as website effectiveness, usability, the brand strategy, and personalizing the user experience.
• Realize the trends in mobile commerce (m-commerce) and the supportive technologies.

**ITM 6015: Information Systems Management**

Upon successful completion of the course a student, at a level appropriate to graduate study, will be able to:
• Have an overview of the technical basics of computer hardware, software, and networking.
• Understand the strategic importance of various information systems.
• Understand and apply the fundamental concepts and theories of information systems management.
• Identify and differentiate various system analysis and development approaches.
• Justify the ethical and security issues in information systems management.
• Identify the technologies for information and network security.
• Understand the technologies for data and database management.
• Gain an understanding of the role of outsourcing and globalization.
• Analyze the challenges facing global information systems management.
• Describe e-commerce characteristics and architectures.
• Use the techniques and approaches for project management.

**ITM 6271: Database Management and Applications**

Upon successful completion of the course a student, at a level appropriate to graduate study, will be able to:
- Understand the database concepts, different database models, and database management systems.
- Understand relational database theory and be able to use a relational database management system.
- Be able to use advanced SQL to create, manipulate, and query databases.
- Understand the database development processes and activities.
- Understand data modeling concepts and their application in design and development process.
- Be able to develop, design, and construct a typical enterprise database.
- Be able to apply proper techniques, such as normalization, in designing a database.
- Be able to use several commercially available database management systems such as Access and Oracle SQL Plus.
- Be familiar with a broad range of database management issues including data integrity, security, and recovery.

**ITM 6273: Business Intelligence and Knowledge Management**

Upon successful completion of the course, a student will be able to:
- Understand the strategic importance of business intelligence, knowledge management, and decision support.
- Understand the role of analytics in decision making.
- Analyze the technical components and use of decision support systems.
- Gain an understanding of modern technology for business intelligence and knowledge management.
- Design, initiate, and execute various types of projects for business intelligence and knowledge management.
- Manage the design, implementation, and deployment of decision support systems.
- Understand the technologies for data warehousing and its use in organizations.
- Understand the technologies used for data mining and data visualization.

**MGMT 3100: Decision Sciences**

Upon completion of this course, students will be able to:
- Understand main concepts and applications of formulating and solving business decision making problems by utilizing quantitative analysis and quantitative methods.
• Develop essential skills of analyzing and solving quantitative models with computer programs used in business (especially Microsoft Excel).
• Apply specific quantitative models and tools in various functional areas in business.

**MGMT 3110: Project Management**

Upon completion of this course, students will be able to:
• Evaluate and select the most desirable projects.
• Identify desirable characteristics of effective project managers.
• Apply appropriate approaches to plan a new project.
• Apply appropriate methodologies to develop a project schedule.
• Develop a suitable budget for a new project.
• Identify important risks facing a new project.
• Apply appropriate techniques to assess ongoing project performance.

**MGMT 3560: Business and Professional Ethics**

Upon successful completion of the course, students will be able to:
• Build their competency in ethical philosophy.
• Describe and articulate various ways of approaching ethical dilemmas.
• Cultivate the critical and analytical thinking skills necessary to successfully manage ethical decisions and dilemmas in management.
• Hone the skills necessary to navigate through ethical dilemmas as members of a team.
• Produce written documents that (a) are grammatically correct and (b) incorporate logical, complete, and articulate thoughts.
• Make effective oral presentations on business ethics topics using appropriate tools and technology.

**MGMT 3600: Theories of Management**

Upon successful completion of the course a student will be able to:
• Understand the basic normative theories of management.
• Be able to apply theories and course concepts to properly analyze and diagnose management problems.
• Be able to recognize the linkages among management topics as they related to organizational problems.
• Be able to develop a systematic/structured approach to diagnosing management problems.
MGMT 3610: Human Resources Management

Upon successful completion of the course a student will, at a level appropriate to undergraduate study, be able to:

- Understand the role of human resource management in organizations and the factors shaping that role.
- Understand key concepts and theories from the field of HRM.
- Apply key course concepts to actual HRM problems in organizations.
- Understand the financial impact of HRM activities on organizations.
- Understand the implications of increasing diversity and globalization for HRM processes.
- Understand the societal challenges and legal responses to HR issues.
- Understand how HRM contributes to organizational strategy and planning.
- Understand the most recent developments and newest challenges facing HRM professionals.
- Analyze a firm’s HRM system, evaluate its strengths and weaknesses, and propose changes to improve it.

MGMT 3612: Topics in Human Resources Management and/or Industrial Relations

Upon successful completion of the course a student will, at a level appropriate to undergraduate study, be able to understand and apply the topic sufficiently to:

- Application of techniques presented in class.
- Application of concepts to address specific human resources, organizational behavior or management needs at the individual, team, division and/or organizational level.
- Present analyses, findings, applications and outcomes of concepts individually and/or organizationally.
- Appropriately apply technology to facilitate the execution of the aforementioned concepts.

MGMT 3614: Organizational Behavior

Upon completion of this course, students will be able to:

- Understand the theoretical underpinnings of organizational behavior as a discipline.
- Recognize the various forms of political activity and to determine when such activity is positive or negative.
- Use a structure group diagnostic model to analyze and resolve group/team performance problems.
- Recognize when conflict is good and to properly select a conflict resolution strategy when conflict is dysfunctional.
- Draw upon various motivational theories to design a motivational program.
- Develop and use a systematic/structured approach to solve organizational problems.
MGMT 3616: Human Resources Evaluation

Upon successful completion of the course a student will, at a level appropriate to undergraduate study, be able to:
- Assess the legal implications of a selection instrument or program.
- Assess the reliability and validity of any predictor/criterion.
- Analyze a job and use the information for selection purposes.
- Design a useful and effective interview format and procedure for an organization.
- Understand and utilize performance management.

MGMT 3620: Operations Management

Upon completion of this course, students will be able to:
- Understand and apply concepts and applications of quantitative and qualitative models in Operations Management.
- Develop essential skills of modeling, managing and optimizing operations decisions in manufacturing and service organizations.
- Utilize a variety of quantitative and qualitative methods and tools used in managing and improving operations decisions.

MGMT 3624: Supply Management and E-Procurement

Upon completion of this course, students will be able to:
- Evaluate the potential contribution of suppliers and effective purchasing and supply management to corporate or organizational strategy and objectives.
- Identify and analyze major decisions and problems facing managers in supply management and to apply the appropriate concepts, tools and techniques in their resolution.
- Recognize strengths and weaknesses of existing suppliers, purchasing and supply management organizations, policies and practices.

MGMT 3626: Management for Quality Improvement

Upon completion of this course, students will be able to:
- Acquire familiarity and a working knowledge of the principles and practice of quality management, quality control and assurance.
- Understand terminology, methods and tools which are essential for the quality practitioner, planner, and decision-maker.
Develop skills of analyzing and improving quality by utilizing techniques and methods of total quality management, continuous improvement, six-sigma quality, and statistical process control.

MGMT 3645: Global Supply Chain Management

Upon completion of this course, students will be able to:
• Develop a systematic framework for analyzing the behavior of large and complex supply chain networks.
• Recognize the relationship and motivations of suppliers and distributors to ensure supplies of raw materials and markets for finished goods.
• Utilize information technology and various quantitative and qualitative approaches that reduce production, inventory and transportation costs, and improve service levels and profitability.
• Develop applied research skills which can help you in the analysis of emerging supply chain management issues.

MGMT 3680: Employee and Labor Relations

Upon completion of this course, students will be able to:
• Describe the labor relations process.
• Identify the rights and responsibilities of union and management in that process.
• Identify and discuss the historical events that shape present day labor relations.
• Describe the development of labor law and the role of labor-related regulatory agencies.
• Identify factors influencing organizing campaigns.
• Describe wages, benefits and nonage issues.
• Discuss how labor and management approach labor negotiations.
• Explain the difference between public and private sector labor relations.

MGMT 4500: Business, Government, Society

Upon completion of this course, students will be able to:
• Identify the social, political, regulatory, ethical, and technological aspects of the external and internal environments in which a business operates.
• Compare and analyze the various and sometimes competing considerations attending diverse stakeholder interests and inherent in cross-cultural multinational environments.
• Recognize the necessity of developing a strategy to deal with congruent as well as adverse considerations posed by respective business environments.
• Develop critical thinking skills through readings and case studies to apply social responsibility concepts and ethical principles to current business, government, and society issues.
MGMT 4615: Compensation and Benefits

Upon successful completion of the course a student will, at a level appropriate to undergraduate study, be able to:

- Understand key concepts and theories from compensation.
- Apply key course concepts to actual compensation problems in firms.
- Understand how to conduct basic statistical analysis on compensation data.
- Understand how to interpret basic statistical analysis of compensation data.
- Understand how workers behave strategically in response to the structure of, and changes in, the compensation system.
- Understand how the various features of compensation systems influence the composition of workers attracted to the firm.
- Understand how the various features of compensation systems influence retention and turnover.
- Understand key issues in performance measurement for the purpose of compensation.
- Understand the relationship between compensation and other aspects of the HR function.
- Understand the implications of the legal and institutional landscape for compensation systems.
- Analyze a firm’s compensation system, evaluate its strengths and weaknesses, and propose changes to improve it.

MGMT 4618: Human Resources Training and Development

Upon successful completion of the course a student will, at a level appropriate to undergraduate study, be able to:

- Develop trainings (both live, and online-synchronous and asynchronous).
- Implement trainings (both live, and online-synchronous and asynchronous).
- Evaluate trainings (both live, and online-synchronous and asynchronous).
- Understand and applying learning styles.
- Consulting for expectation management.
- Use of needs and job analyses for consulting with organizations in training purposes.
- Using the job analysis students develop job descriptions with specifications
- Calculate the cost and ROI of the training.

MGMT 4625: Service Operations Management

Upon completion of this course, students will be able to:

- Acquire familiarity and a working knowledge of the principles and practice of operations management as applied to the service industries.
- Understand terminology, applications, and tools which are essential for managing operations in service industries.
Utilize quantitative and qualitative methods and software applications in managing service operations.

**MGMT 4640: Enterprise Resource Management**

Upon completion of this course, students will be able to:
- Understand concepts and applications of enterprise resource management (ERM) and enterprise resource planning (ERP) systems.
- Develop working skills in planning and managing enterprise resources including aggregate planning, master demand scheduling, materials requirements planning, capacity management, and short-term scheduling.
- Apply modern software including Oracle ERP system to plan and manage resources in organizations.

**MGMT 4650: Strategic Management**

Upon completion of this course, students will be able to:
- Understand and be able to perform the key steps in the development of a strategic business plan for new or existing companies including:
  - Assessment and development of companies’ starting or current business model and strategy
  - Evaluation of companies’ performance including financials, market share, innovation, and employment.
  - Analysis of companies’ internal resources and capabilities
  - Analysis of companies’ external environment including value chain, competitors, industries and markets
  - Assessment of strategic options
  - Recommendation of company strategy
  - Development of implementation steps for strategic plans for functional areas such as (but not limited to): marketing, sales, R&D, human resources, accounting, control, production, IT, customer service, and finance.
- Understand how companies set strategic direction and how they use data and analysis to create key strategic and operational performance measures to monitor the effectiveness of the strategy implemented.
- Understand the issues and challenges companies face when developing strategic business plans to improve performance, such as resistance to change, limited resources, etc., and the importance of employee involvement in the process, and the need to manage the strategic planning process.
MGMT 4670: Multinational Business

Upon completion of this course, students will be able to:
- Examine political, economic, geographic, and cultural forces that shape a global competitive context.
- Analyze global industries, identify capabilities, and develop plans for competing.
- Assess how companies innovate and compete in global markets and develop and implement a global strategy.

MGMT 4675: International Human Resource Management

Upon successful completion of the course a student will, at a level appropriate to undergraduate study, be able to:
- Understand the HR issues facing global HR managers today in recruitment, selection, compensation, performance management, and training.
- Understand the cultural bases of HR practices and organizational behavior and be able to apply this in developing cross-cultural training for expatriates.
- Understand how to create and manage multicultural teams.
- Understand how to negotiate across cultures.
- Apply OB principles in designing HR systems for different global regions
- Apply cultural maps to modify domestic HR practices.
- Be able to research and formulate HR systems for different countries and cultures.

MGMT 6015: Data Analysis and Decision Modeling for Managers

Upon completion of this course, students will be able to:
- Understand concepts and approaches of formulating and solving business decision making problems by utilizing quantitative analysis and quantitative methods.
- Develop working skills of analyzing and solving quantitative models with computer programs used in business (especially Microsoft Excel).
- Apply specific quantitative models and tools in various functional areas in business.

MGMT 6115: E-Commerce Enterprise Management

Upon completion of this course, students will be able to:
- Understand main principles and concepts of the modern e-commerce enterprise management systems.
- Apply methodology of developing and selecting e-commerce business models and applications, and understand issues of e-commerce business models.
- Provide detailed analysis of existing modern e-commerce applications including demand-side and supply-side e-commerce, collaborative commerce, mobile commerce, electronic payments and electronic services.
MGMT 6120: Globalization, Innovation, Sustainability

Upon completion of this course, students will be able to:
- Assess the global business context and how companies develop global strategies and formulate strategic plans to build global market share and defend market positions.
- Describe and assess tools and strategies for the management of innovation.
- Describe and assess theory and application of sustainable management.

MGMT 6125: Purchasing Management and Strategic Sourcing

Upon completion of this course, students will be able to:
- Develop knowledge and skills of how to analyze decisions in purchasing and supply management both qualitatively and quantitatively.
- Acquire understanding of the field to become agents of change in their respective purchasing, procurement, and strategic sourcing organizations.
- Utilize quantitative and qualitative methods and software applications in purchasing management and strategic sourcing.

MGMT 6130: Enterprise Planning and Control

Upon completion of this course, students will be able to:
- Understand concepts and applications of planning resources utilizing Enterprise Resource Planning (ERP) systems.
- Apply methods and techniques of supply chain planning and operations scheduling including forecasting, aggregate planning, master scheduling, materials requirements planning, capacity requirements planning, short-term scheduling, and advanced supply chain planning.
- Utilize ERP software including the Oracle ERP system in supply chain planning and scheduling of enterprise resources.

MGMT 6141: Service Operations Management

Upon completion of this course, students will be able to:
- Acquire knowledge of up-to-date systems and approaches of managing operations in service organizations.
- Understand how to build an efficient and effective service organization.
- Develop working skills of managing service operations strategy, and various service operations decisions, specifically in developing service processes, identifying service locations, managing service encounters, and managing service capacity and waiting lines.
- Utilize quantitative and qualitative methods and software applications in managing service operations.
MGMT 6145: Logistics Management

Upon completion of this course, students will be able to:

- Understand modern concepts and applications of logistics management in supply chain and global business environment.
- Develop skills in analyzing and solving logistics problems and making decisions in logistics planning and scheduling.
- Acquire skills in utilizing quantitative and qualitative methods and software applications in managing logistics function and logistics information systems.

MGMT 6150: Global Supply Chain Management

Upon completion of this course, students will be able to:

- Develop and understand key drivers of supply chain performance and their inter-relationships with strategy and other functions of the company such as marketing, manufacturing, and accounting.
- Understand practical managerial levers and concepts that may be used to improve each driver of supply chain performance.
- Utilize these managerial levers requires knowledge of analytical methodologies for supply chain analysis. Thus we will focus on the analytical decision support tools
- Understand the complexity of intra-firm and inter-firm coordination in implementing programs such as e-collaboration, quick response, jointly management inventories, and strategic alliances.
- Develop the ability to apply the concepts and tools to analyze real life problems.

MGMT 6155: Applied Project Management

Upon completion of this course, students will be able to:

- Understand concepts, techniques, and decision tools available to project managers.
- Apply work breakdown structures and networks to planning, scheduling, and controlling projects.
- Recognize and manage potential conflicts and problems that can occur on projects.
- Utilize a computer-based information system for managing projects.
- Effectively participate as a project team member.

MGMT 6215: Business, Government, Society

Upon completion of this course, students will be able to:

- Identify the social, political, regulatory, ethical, and technological aspects of the external and internal environments in which a business operates.
- Compare and analyze the various and sometimes competing considerations attending diverse stakeholder interests and inherent in cross-cultural multinational environments.
• Recognize the necessity of developing a strategy to deal with congruent as well as adverse considerations posed by respective business environments.
• Develop critical thinking skills through readings and case studies to apply social responsibility concepts and ethical principles to current business, government, and society issues.

MGMT 6220: Operations and Supply Chain Management

Upon completion of this course, students will be able to:
• Acquire an in-depth knowledge of the concepts, models, and solution methods in operations and supply chain management, such as process analysis, six-sigma quality management, supply chain strategy, facility layout, lean management, and inventory control.
• Develop extensive skills in applying quantitative and qualitative decision-making models of formulating, analyzing, and solving a variety of problems in operations and supply chain management.
• Acquire a working knowledge of implementing quantitative decision-making models and solution methods in managing operations and supply chain.

MGMT 6225: Executive Leadership

Upon successful completion of the course a student will, at a level appropriate to graduate study, be able to:
• Understand leadership theory and frameworks.
• Be objectively able to assess a leader’s actions through the lens provided by these frameworks.
• Apply these theories and frameworks to themselves to become better leaders at work in a range of organizations.
• Develop a toolkit of leadership skills that can be applied to specific leadership tasks.
• Apply specific leadership techniques of visioning, communicating, motivating, managing conflicts and leading change.
• Understand the cultural basis of leadership practices.
• Be able to use these techniques in a multicultural, international environment.

MGMT 6420: Competitive Strategy

Upon completion of this course, students will be able to:
• Develop analytical skills related to the analysis and evaluation of a firm’s business strategy and its industry.
• Develop skills in the formulation and analysis of recommendations and conclusions to address the business problems of divisions or companies.
• Provide a deep understanding and working knowledge of business strategy, value creation, standards and network externalities, and technology and innovation.

MGMT 6440: Global Strategy

Upon completion of this course, students will be able to:
• Examine political, economic, geographic, and cultural forces that shape a global competitive context.
• Analyze global industries, identify capabilities, and develop plans for competing.
• Assess how companies innovate and compete in global markets and develop and implement a global strategy.

MGMT 6460: Strategic Management for a Sustainable Society

Upon completion of this course, students will be able to:
• Describe and assess theory and application of sustainable management
• Examine sustainable management from the perspective of design, business models, supply chains, production, and commercialization
• Assess innovation and entrepreneurship opportunities inspired by sustainability

MGMT 6470: Management of Technological Innovation

Upon completion of this course, students will be able to:
• Describe and assess tools, techniques, and strategies of the management of technology and innovation.
• Examine the management of technology and innovation from the perspective of research and development, new product development, production, operations, finance, commercialization and strategy.
• Analyze the high levels of complexity and risk associated with the management of technology and innovation and develop company strategies.

MGMT 6520: Negotiation for Managers and Entrepreneurs

Upon successful completion of the course a student will, at a level appropriate to graduate study, be able to:
• Understand and map the nature of conflict in interpersonal and intergroup scenarios.
• Understand how to use power effectively and ethically in bargaining, and understand when power is abused in negotiations and conflict resolution.
• Determine their relative power and determine negotiation strategies in a range of conflict situations.
• Develop a toolkit of negotiation strategies.
• Execute distributive negotiations.
- Executive collaborative negotiations.
- Determine the scope for third party involvement in conflict resolution.
- Develop mediation protocol.
- Understand the limitations of individual strategies in negotiations and develop a framework for specific Negotiation/CR training programs for the workplace.

**MGMT 6560: High Performance Management**

Upon successful completion of the course a student will, at a level appropriate to graduate study, be able to:
- Measure and understand personal strengths and weaknesses in a variety of management skill areas.
- Apply increased awareness of management strengths and weaknesses to professional learning and development.
- Utilize interpersonal communication skills critical for interactions with colleagues and employees.
- Utilize team-building skills required to support high performance.
- Understand concepts and theories central to effective management practice.
- Understand how high performance management practices support innovation, health and high performance in organizations.
- Understand current changes in social and organizational systems and their implications for the practice of management.
- Analyze and apply management concepts and theories using effective verbal and written communication skills.
- Work with classmates to apply key course concepts and theories to management problems in organizations.

**MGMT 6612: Strategic Human Resources: Frameworks for General Managers**

Upon successful completion of the course a student will, at a level appropriate to graduate study, be able to:
- Understand key concepts and theories from strategic HRM.
- Apply key course concepts to actual HRM problems in firms.
- Understand how to conduct basic statistical analysis on HRM data.
- Understand how to interpret basic statistical analysis of HRM data.
- Understand how workers behave strategically in response to the structure of, and changes in, the HRM system.
- Understand how the various features of HRM systems influence the composition of workers attracted to the firm.
- Understand how the various features of HRM systems influence retention and turnover.
- Understand interactions among different components of the HRM system.
• Understand common pitfalls in the design of HRM systems and the common problems that result from such flawed design.
• Understand the implications of the legal and institutional landscape for HRM systems.
• Analyze a firm’s HRM system, evaluate its strengths and weaknesses, and propose changes to improve it.

**MGMT 6613: Topics in Human Resources Management and/or Industrial Relations**

Upon successful completion of the course a student will, at a level appropriate to graduate study, be able to understand and apply the topic sufficiently to:

• Application of techniques presented in class.
• Application of concepts to address specific human resources, organizational behavior or management needs at the individual, team, division and/or organizational level.
• Present analyses, findings, applications and outcomes of concepts individually and/or organizationally.
• Appropriately apply technology to facilitate the execution of the aforementioned concepts.

**MGMT 6615: Strategic Compensations, Incentives, and Productivity**

Upon successful completion of the course a student will, at a level appropriate to graduate study, be able to understand and apply the topic sufficiently to:

• Design a compensation and benefits system to motivate workers, attract the desired worker types, and retain top talent.
• Apply theory to avoid unintended negative consequences of changes to a compensation and benefits system.
• Analyze how benefits systems affect the attraction and retention of desired worker types.
• Analyze how the optimal compensation policy differs across workers, firms, sectors, and institutional and market environments.

**MGMT 6618: Human Resources Evaluation**

Upon successful completion of the course a student will, at a level appropriate to undergraduate study, be able to:

• Analyze a job and use the information for consulting with organizations for selection purposes.
• Using the job analysis students develop job descriptions with specifications.
• Assess the legal implications and effectively consult with organizational selection instruments and/or programs.
• Assess the reliability and validity of any selection program predictor/criterion and present consequences for ROI and organizational productivity.
• Design a useful and effective selection format and procedure for an organization.
• Understand critique and implement performance management for organizations.

MGMT 6622: Human Resource Information Systems

Upon successful completion of the course a student will, at a level appropriate to graduate study, be able to:
• Understand the function of HRIS in collecting, storing, maintaining, retrieving and validating data used by organizations about their human resources.
• Understand database concepts and applications relevant for HRIS.
• Understand how to analyze an organization's HRIS needs and capacities.
• Understand the criteria for selecting and evaluating HRIS tools.
• Understand different HRIS system user interface requirements.
• Understand how HRIS can be used to support and improve decision-making.
• Understand the use of intranets and the internet to support HRIS.
• Understand the legal and ethical challenges facing HRIS managers including privacy and security.
• Understand cost justifying HRIS investments and cost savings from HRIS applications.
• Understand the variety of HRIS systems available for application in small, medium and large organizations.
• Analyze a firm’s HRIS system, evaluate its strengths and weaknesses, and propose changes to improve it.

MGMT 6675: International Human Resource Management

Upon successful completion of the course a student will, at a level appropriate to graduate study, be able to:
• Understand the HR issues facing global HR managers today.
  Understand how to create and manage multicultural teams.
• Understand how to negotiate across cultures.
• Understand the cultural bases of HR practices and organizational behavior.
• Match HR strategy to firms global strategy.
• Apply OB principles in designing HR systems for different global regions.
• Apply cultural maps to modify domestic HR practices.
• Be able to benchmark and develop specific HR systems for different regions and cultures such as recruitment, selection, compensation, performance management, and training.

MGMT 6800: Strategic Management

Upon completion of this course, students will be able to:
• Understand and be able to perform the key steps in the development of a strategic business plan for new or existing companies including:
  o Assessment and development of companies’ starting or current business model and strategy
  o Evaluation of companies’ performance including financials, market share, innovation, and employment.
  o Analysis of companies’ internal resources and capabilities
  o Analysis of companies’ external environment including value chain, competitors, industries and markets
  o Assessment of strategic options
  o Recommendation of company strategy
  o Development of implementation steps for strategic plans for functional areas such as (but not limited to): marketing, sales, R&D, human resources, accounting, control, production, IT, customer service, and finance.
• Understand how companies set strategic direction and how they use data and analysis to create key strategic and operational performance measures to monitor the effectiveness of the strategy implemented.
• Understand the issues and challenges companies face when developing strategic business plans to improve performance, such as resistance to change, limited resources, etc., and the importance of employee involvement in the process, and the need to manage the strategic planning process.