

DEPARTMENT OF MANAGEMENT

Department Objectives

- To provide students with a high quality undergraduate experience that will lead to successful completion of a Business Administration degree and appropriate entry level jobs in their chosen careers.
- To provide students with a variety of classroom experiences including lecture, case study, problem-solving, computer exercises, presentations and role-playing that lead to a thorough understanding of the subject matter. To complement this classroom experience with a learning environment fostering a strong student/faculty relationship through advising and mentoring.
- To insure that students are exposed to both the theory and practice of business by giving them opportunities to apply classroom knowledge to actual situations in the marketplace.
- To develop students' ability to perceive and analyze problems and opportunities in order that they might apply those techniques in finding solutions throughout their professional careers.

College of Business and Technology Graduation Requirements

- All students graduating with a degree from the College of Business and Technology must take at least 50% of their major area credit hour requirements from the College of Business and Technology at the University of Nebraska at Kearney.
- All students graduating with a degree from the College of Business and Technology must take a minimum of 30 of their last 36 hours of credit needed for their degree from the University of Nebraska at Kearney.
- All students graduating with a degree from the College of Business and Technology are required to complete 3 credit hours of designated Experiential Learning (EL) coursework.

Business Administration Major

The Department of Management offers one option and one emphasis in this major:

1. Business Administration (<http://catalog.unk.edu/undergraduate/departments-programs/management/business-administration-bs/>) - Bachelor of Science Degree
2. Business Administration Comprehensive - Bachelor of Science Degree
 - Management Emphasis (<http://catalog.unk.edu/undergraduate/departments-programs/management/business-administration-comprehensive-bs/>)

The Department of Management also offers a Business, Marketing and Information Technology 6-12 Teaching Field Endorsement (<http://catalog.unk.edu/undergraduate/departments-programs/management/business-marketing-information-technology-6-12-teaching-field-endorsement-bae/>) and a Supplemental Endorsement in Work-Based Learning (<http://catalog.unk.edu/undergraduate/departments-programs/management/supplemental-endorsement-in-work-based-learning/>).

For additional areas of emphasis see departments of Accounting, Finance and Economics (<http://catalog.unk.edu/undergraduate/>)

departments-programs/accounting-finance-economics/), and Marketing, Agribusiness, and Supply Chain Management (<http://catalog.unk.edu/undergraduate/departments-programs/marketing-agribusiness-supply-chain-management/>).

Minors in Business Administration (<http://catalog.unk.edu/undergraduate/departments-programs/management/business-administration-minor/>), Entrepreneurship (<http://catalog.unk.edu/undergraduate/departments-programs/management/entrepreneurship-minor/>), or Health Care Management (<http://catalog.unk.edu/undergraduate/departments-programs/management/health-care-management-minor/>) are available for students pursuing majors in other disciplines.

Management (MGT)

MGT 126 – First Year Seminar 1 credit hour

The First-Year Seminar provides students with a multidisciplinary experience in which they approach an issue or problem from the perspective of three different academic differences. The First-Year Seminar will consist of three 1-credit hour courses taken as co-requisites in a single semester. The successful completion of all three courses satisfies the General Studies LOPER 1 course requirement. Students may take the First-Year Seminar in any discipline, irrespective of their major or minor. Students admitted as readmit students or transfer students who transfer 18 or more hours of General Studies credit to UNK are exempt from taking a LOPER 1 course.

MGT 133 – Business Calculus and Linear Programming 3 credit hours

A study of linear programming and applied calculus with emphasis on business and economic applications.
Prerequisite: MATH 102

MGT 230 – Managing Diversity in Organizations 3 credit hours

This course covers the personal and managerial implications of cultural diversity within work groups. Underlying this course is the philosophy that the ability to work and manage effectively in a diverse workplace begins with developing a deeper understanding of other cultures.

MGT 232 – Introduction to Scholarly & Creative Activity 3 credit hours

This course will introduce students to scholarly and creative activity and prepare them to engage in undergraduate research. Students will begin to learn the skills required to identify and define a research topic, build a knowledge base surrounding the topic, locate and evaluate sources, and consider ethics and human relations aspects of research. These skills will help prepare students for success in a variety of careers.

MGT 233 – Business Statistics 3 credit hours

MATH 120 or MATH 123 are recommended. A study of basic statistical analysis of business and economic data demonstrating its use in making sound business decisions.
Prerequisite: MATH 102 or MATH 115 or MATH 120 or MATH 123 and BSAD 100 or ITEC 130.

MGT 301 – Principles of Management 3 credit hours

An integrated study of the functions of a manager: planning, organizing, leading, and controlling. An in-depth look at various management theories.

MGT 310 – Introduction to Entrepreneurship 3 credit hours

This course explores the phenomena of entrepreneurship, including the myths, realities, and impact of entrepreneurial activity. Students assess their own entrepreneurial aptitude and interests, meet a variety of entrepreneurs, and investigate the processes of generating promising ideas, evaluating the viability of those ideas, finding capital, considering franchise opportunities, and developing a new venture management team. The class is project oriented with each student participating in the development of a feasibility plan for a new venture.

MGT 314 – Operations and Supply Management 3 credit hours

Operations management is concerned with the execution of strategy. It involves the systematic design, operation, control, and improvement of business processes to achieve organizational goals and create economic value. Successfully managing operations is vital to the long-term viability of every type of organization. This course provides a broad overview of issues in operations and supply chain management emphasizing a strategic orientation toward design and improvement issues. Specific topics include competitiveness; operations strategy; quality management; statistical process control; design of products, services, processes, and facilities; project management; forecasting; supply chain management; inventory management; lean production; and scheduling.

Prerequisite: MGT 233 or equivalent and either MATH 115 or MATH 120 or MATH 123 or MGT 133. Students with a SCM Emphasis or MKT Emphasis or BI Emphasis must complete MGT 233 or equivalent and either MATH 115 or MATH 120 or MATH 123 or MGT 133 or CYBR 190

MGT 315 – Creativity and Innovation 3 credit hours

Creativity and innovation are integral to an organization's ability to survive and thrive in an increasingly competitive marketplace. This course provides students with an understanding of how creativity and innovation can be fostered in individuals and organizations. Students will learn about theoretical frameworks of creativity and the diffusion of innovation as well as practical techniques for improving the flexibility and originality of their own design thinking and problem-solving processes. Students will be expected to play an active role in learning through class exercises, discussions, and both individual and team projects.

MGT 320 – Small Business Management 3 credit hours

This course focuses on the operation of small business and the small business environment. This course deals with topics such as human resources, government regulations of small business, advertising, sales promotion, accounting, forecasting, family ownership and other management related problems.

MGT 330 – International Management 3 credit hours

This course provides an introduction to and overview of the theories, concepts, and practice of international business and management. Additionally, this course will expose students to the basic theories and concepts relating to international trade and globalization - issues of global economic, social, political, and cultural convergence and divergence.

MGT 334 – Applied Business Analytics 3 credit hours

A continuation of the study of the application of statistical techniques to support decision making in business situations using descriptive, predictive, and prescriptive analytics. A statistical computer package will be used.

Prerequisite: MGT 233

MGT 350 – Introduction to US Health Care Management: Principles and Current Themes 3 credit hours

This introductory course is for health sciences students and students interested in healthcare management. Topics include 1) major characteristics of the U.S. healthcare system; 2) foundations of healthcare delivery; 3) the role of healthcare providers in different settings; and 4) financing and reimbursement methods and strategies for improving health services delivery. This course also examines current issues in the healthcare industry, such as the effect of technology and the future of healthcare delivery. After completing this course, students will obtain a better understanding of the basic functions of different private and public healthcare agencies and organizations.

Prerequisite: Junior Standing

MGT 355 – Organizational Behavior 3 credit hours

This course is designed to develop an understanding of and appreciation for the complex interrelationships of people in formal organizations. The course focuses on individual and group behavior, emphasizing motivation, leadership, conflict, and other aspects of organizational dynamics. Some sections use basic statistics and computer applications.

Prerequisite: Sophomore standing

MGT 380 – Human Resource Management 3 credit hours

This course introduces the student to the theory and practice of human resource management. Topics include recruitment, selection, and placement; training, development and performance management; compensation; equal opportunity and the legal environment; and strategic implication of HRM and its relationship with other organizational functional areas.

MGT 390 – Project Management 3 credit hours

This course introduces students to the organization and management of effective project teams, from planning and scheduling to cost management. Best practices from the Project Management Body of Knowledge (PMBOK) are emphasized.

MGT 400 – The Entrepreneurship Experience 3 credit hours

This course will focus on the theory and practice of entrepreneurship. The course is designed to provide students with an overview of the skills and abilities necessary to form a business. Student teams will develop a new business idea, secure funding, coordinate suppliers, production, marketing and distribution to execute a small business during the semester.

MGT 409 – Leadership: Skills, Applications, Research 3 credit hours

This course is designed to give students preparing for careers in business, government, and the nonprofit sector a working knowledge of leadership styles, principles, models, and practical applications. Students will learn to engage critically in analytical and intellectual examination and reflection of certain core issues in the practice of leadership. Topics covered include history of leadership, leadership traits and behaviors, motivation and communication patterns, teamwork, use of power, development of trust, effective group facilitation, negotiation and persuasion, effective change, and ethics.

MGT 410 – Compensation Management 3 credit hours

A study of the basic forms of financial compensation, including benefits packages. Principles of internal, external, and individual equity as determined by job evaluation, salary surveys, and performance evaluation comprise the core of this course. Prior completion of MGT 380 is recommended.

MGT 411 – Labor Relations 3 credit hours

A study of labor-management relations as defined by negotiated labor contracts. Topics include history of the labor movement, union structure and function, the negotiation process, and issues in labor relations. Prior completion of MGT 380 is recommended.

MGT 415 – Quality Management Concepts & Practice 3 credit hours

Overview of the concepts and techniques of quality management. Statistical tools; people element of quality management; philosophies and practices of quality experts discussed. Students will be expected to be computer literate.
Prerequisite: MGT 314

MGT 425 – Operations Research 3 credit hours

Recent developments relating to business application of linear programming, simplex method, transportation method, post optimality analysis, game theory, utility theory, PERT-CPM, and queuing theory. Students will be expected to be computer literate.
Prerequisite: MGT 233 or equivalent

MGT 440 – Health Care Management I - Managing People Effectively 3 credit hours

Health care managers are responsible for getting things done through other people. This course focuses on giving students the tools (theory and practice) to become an effective manager in healthcare settings. Topics include leadership, ethics, staffing, teamwork, communication, and performance management.

MGT 441 – Health Care Management II - Managing Processes Effectively 3 credit hours

Health care managers are responsible for effectively coordinating, planning, and managing business processes. These processes include scheduling, waiting line assessment, quality, budgeting, financial planning and forecasting.

MGT 450 – Population Health Management: Systems and Policies 3 credit hours

This course is for health sciences students and students interested in healthcare management. Students will critically evaluate current changes in healthcare policies in the United States and other countries and the effect of such changes on the quality of patient care. After completing this course, students will better understand the functions of different private and public healthcare agencies and organizations. Recommended Prerequisites: completion of a 200-level course in Political Science and completion of a 200-level Economics course.
Prerequisite: Junior Standing

MGT 460 – Human Resource Information Systems: People Analytics and Talent Management 3 credit hours

This course is a study of the management of human resources through human resource information systems (HRIS). The primary topics of people analytics and talent management are used to provide a strategic context of HR functions commonly managed through HRIS. Using these topics, students work in an HRIS system to learn the processes of inputting, organizing, and analyzing workforce data. The amount of data generated by employees has exploded, including such diverse sources as GPS data on delivery vehicles, employee engagement scores on pulse surveys, employee badge in and out data, video meeting participation, and "data exhaust" on e-mail and collaborative platforms (e.g., Slack). The systems for managing these data have become more sophisticated and widespread, including both home grown solutions and vendor platforms that can collect data, connect it across platforms, and populate dashboards for both human resources and management. Despite these advances, the field of people analytics still has a lot of room to explore its potential. There is tremendous value locked up in the volume of data organizations are collecting if they could develop the structures and capabilities to mine it.

Prerequisite: MGT 355 or MGT 380

Additional Course Fee Required

MGT 474 – International Experiential Learning: Management 1-3 credit hours

Independent investigations of international management issues through first-hand experiences. Topics to be investigated may be tailored to meet the needs of the student.

Department Consent Required

Total Credits Allowed: 3.00

Prerequisite: MGT 330 or MKT 430 or ECON 430 and junior or senior standing and permission of department chair

MGT 475 – Management Internship 1-12 credit hours

A work experience program planned for students preparing for employment in business, industry, government, or nonprofit organization. The learning situation is supervised by personnel within the selected entity.

Total Credits Allowed: 15.00

Prerequisite: Minimum GPA 2.5 and MGT 301 or MGT 355

MGT 485 – Seminar in Human Resource Management 3 credit hours

Provides the student with an opportunity to study and research current issues in human resource management; course stresses an informal setting and open communications approach.

Prerequisite: MGT 380

MGT 489 – Business Consultantship 3 credit hours

This course affords the student an opportunity to serve in a consultant capacity for an area business. In-depth business analysis is conducted by the student, and specific recommendations are reported to the management of the firm.

Department Consent Required

Prerequisite: Senior standing and permission of department chair

MGT 490 – Seminar in Organizational Behavior 3 credit hours

Provides the student an opportunity to study and research current issues in organizational behavior and to develop a futuristic philosophy of organizational management.

Prerequisite: MGT 355

MGT 493 – Social Responsibilities of Business: Issues and Ethics 3 credit hours

A study of the societal challenge of business and organizations; how business and society interface; micro and macro publics of business and organization, environment, consumerism, employee rights, equality/diversity, international business and future corporate ethos. This course covers legal, ethical and social responsibility issues of business and organizations.

Prerequisite: Junior standing

MGT 495 – Administrative Strategy and Policy 3 credit hours

As the capstone course in business, the course is designed (1) to integrate the knowledge acquired in other courses in business administration, and (2) to emphasize analysis and decision-making.

Prerequisite: MKT 300 and either MGT 301 or MGT 355.

Corequisite: FIN 308.

MGT 498 – Management Topics 3 credit hours

Selected topics and problems of current interest considered in depth. Class discussion and course projects. Topics vary each semester depending upon instructor.

MGT 499 – Special Problems in Business 1-3 credit hours

Independent investigations of business problems. Topics to be investigated may be tailored to meet the needs of the student.

Department Consent Required

Total Credits Allowed: 3.00

Business Administration (BSAD)

BSAD 115 – Introduction to Business 3 credit hours

This course provides an overview of business concepts including entrepreneurship, government and business, international business, financial concepts, and economic issues. Students are provided with an integrated and practical approach to current business practices in all functional areas of business.

BSAD 126 – First Year Seminar 1 credit hour

The First-Year Seminar provides students with a multidisciplinary experience in which they approach an issue or problem from the perspective of three different academic differences. The First-Year Seminar will consist of three 1-credit hour courses taken as co-requisites in a single semester. The successful completion of all three courses satisfies the General Studies LOPER 1 course requirement. Students may take the First-Year Seminar in any discipline, irrespective of their major or minor. Students admitted as readmit students or transfer students who transfer 18 or more hours of General Studies credit to UNK are exempt from taking a LOPER 1 course.

BSAD 175 – Pathways to Personal & Academic Excellence 1 credit hour

The goal of this course is to help the student make a successful transition from high school to the College of Business and Technology by providing the opportunity to explore the various business disciplines and associated campus and career opportunities. The student will be asked to take an active involvement in academic issues and topics such as the facilities and offerings provided by the College of Business and Technology, requirements for successful course and program completion, and the values and skills that lead to professional and personal success.

BSAD 295 – Business Communications 3 credit hours

Current trends in written and oral business communications are covered in this course. Students will learn strategies for developing effective written communications including business letters, e-mail messages, memos, reports, and proposals. Oral communications skills including working in teams, listening, and nonverbal communications are discussed. Techniques for giving effective oral presentations are a part of the course.

Prerequisite: ENG 101 or ENG 102 or English ACT score of 29 or above.

BSAD 375 – Professional Readiness 1 credit hour

The goal of this course is to help the student make a successful transition from the College of Business & Technology to future professional success. For students who have professional experience already, the goal of this course is to help the student increase professionalism and contributions in the workplace. Students will be expected to take an active involvement in online and local activities designed to further enhance professional readiness and help establish positive future connections with the college and business communities.

Department Consent Required

Prerequisite: Junior or senior standing and Business Administration or Agribusiness Major.

BSAD 476 – Business Startup Independent Study 3 credit hours

This course is for students who want to experience entrepreneurship firsthand. Students will pursue their business ideas and learn from trial and error, reflection, and feedback. Students will learn how to connect with potential customers, partners, and investors and build the foundation of a successful venture.

Department Consent Required

Prerequisite: Junior Standing

BSAD 499 – Special Problems in Business 1-3 credit hours

Independent investigations of business problems. Topics to be investigated may be tailored to meet the needs of the student. A case study course designed (1) to integrate the knowledge acquired in other courses in business administration, and (2) to emphasize analysis and decision-making. Must be approved by Department Chair.

Department Consent Required

Total Credits Allowed: 3.00

Business Education (BSED)

BSED 102 – Writing for the Professions 3 credit hours

This course focuses on writing utilizing information gleaned from library sources, required readings, and other selected materials. Students will critically analyze various assigned materials and develop a logical written document with supporting evidence using appropriate style and tone. Conventions of written English will be used to construct a logical argument appropriate to the targeted audience. Secondary sources will be evaluated for credibility.

Prerequisite: ACT Score of 28 OR ENG 101 and word processing skills.

BSED 121 – Office Information Processing 3 credit hours

Special emphasis on speed, skill building, business communications, and formatting skills.

BSED 126 – First Year Seminar 1 credit hour

The First-Year Seminar provides students with a multidisciplinary experience in which they approach an issue or problem from the perspective of three different academic differences. The First-Year Seminar will consist of three 1-credit hour courses taken as co-requisites in a single semester. The successful completion of all three courses satisfies the General Studies LOPER 1 course requirement. Students may take the First-Year Seminar in any discipline, irrespective of their major or minor. Students admitted as readmit students or transfer students who transfer 18 or more hours of General Studies credit to UNK are exempt from taking a LOPER 1 course.

BSED 314 – Information Technology: Networking 1 credit hour

This course will present information and provide skills needed by education majors to supervise and maintain networked computer lab systems.

BSED 315 – Information Technology: Presentation Software 1 credit hour

Students will develop expertise in utilizing presentation software as a communication tool.

BSED 316 – Information Technology: Telecommunications 1 credit hour

This course will provide an overview of what type of information is available on Internet, how one can assess this information, and how use of the Internet can be incorporated in classroom and business environments.

BSED 402 – Career Education Multimedia Applications 3 credit hours

This course is designed to prepare business education students to use new and emerging business and computer technologies to promote learning in the classroom. Subject integration, application of standards, use of web-based sources, and hands-on experience using multimedia programs is applied.

BSED 431 – Coordinating Techniques 3 credit hours

This course analyzes vocational cooperative programs and their relationship to the comprehensive school curriculum for combining school-based and work-based learning. The challenges of developing and implementing an effective work-based learning experience are explored. Emphasis is placed on the organization and supervision of cooperative programs, the duties and responsibilities of the coordinator, the selection and placement of students, the evaluation of training stations, and the evaluation of student occupational competencies.

BSED 469 – Career Education Methods I 2 credit hours

In this initial methods course, preservice teachers develop a foundational understanding of pedagogy specific to 6-12 grades business, marketing, and information technology teaching. The topics investigated in the course include BMIT instructional methodology, research-based BMIT teaching practices, BMIT standards, equitable structuring of middle and high school classrooms, and the essential concepts in middle and high school business, marketing, and information technology. In addition, preservice teachers cultivate a strong understanding of the historical and current trends in business and career education.

Prerequisite: TE 100

BSED 470 – Career Education Methods II 2 credit hours

In this second methods course, preservice teachers develop specialized research-based knowledge and instructional practices that facilitate business, marketing, and information technology learning for grades 6-12 students. The topics investigated in the course include technology integration, differentiation, diversity and equity, BMIT curricula that incorporates classroom and lab instruction; experiential and project-based learning; and leadership and personal development through FBLA or DECA or both, assessment practices, and the development of effective BMIT lesson plans and curricular units. In addition, preservice teachers examine the importance of continuously improving teaching of BMIT through teacher reflection, instructional leadership, and professional development. Students will engage in intra-curricular leadership and personal development experiences through FBLA, DECA, or both.

Prerequisite: BSED 469

BSED 475 – Internship 1-15 credit hours

A work experience program planned for students preparing for employment in business, industry and teaching. The learning situation is supervised by the academic department and personnel of selected industries. Work experience approved by the Department.

Total Credits Allowed: 15.00

BSED 499 – Special Problems in Business 1-3 credit hours

In this course the student completes an independent project investigating current trends and important issues in business education. The project is subject to approval by the instructor and Department Chair, should enhance the student's existing knowledge of the topic(s) to be studied, and relate to business education.

Department Consent Required

Total Credits Allowed: 3.00

Vocational Education (VOED)

VOED 432 – Foundations and Contemporary Issues in Vocational Education 1-3 credit hours

Origins and philosophy of vocational education and its relationship to the school curriculum. Required for vocational endorsement and recommended as an elective for school administrators.

Total Credits Allowed: 3.00

VOED 434 – Introduction to Students with Special Needs 3 credit hours

A study of the characteristics of disadvantaged and individuals with disabilities. Emphasis is on the identification, similarities, differences, learning characteristics, manifest behaviors, and cultural diversity of these students. Multicultural values are examined with an emphasis toward understanding the impact upon classroom organization and management.

VOED 499 – Special Problems in Vocational Education 1-3 credit hours

Independent investigations of vocational education problems. Topics to be investigated may be tailored to meet the needs of the student.

Department Consent Required

Total Credits Allowed: 3.00