

# 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  
(Select one Emphasis; two Emphases maximum)
  - Management Emphasis (<http://catalog.unk.edu/undergraduate/departments-programs/management/business-administration-comprehensive-bs>)

For additional areas of emphasis see departments of Accounting/ Finance (<http://catalog.unk.edu/undergraduate/departments-programs/accounting-finance>), Economics (<http://catalog.unk.edu/undergraduate/departments-programs/economics>), and Marketing and Management Information Systems (<http://catalog.unk.edu/undergraduate/departments-programs/marketing-management-information-systems>).

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.

Kyle W. Luthans, **Chair**

Professor: Susan Jensen, Ron Konecny, Kyle Luthans

Associate Professor: Brooke Envick, Michelle Fleig-Palmer, Noel Palmer

Assistant Professor: Daniel Chaffin, Jeong Hoon Choi

Lecturer: Mark Dahlke

## Management (MGT)

### MGT 188 – GS Portal 3 credit hours

Students analyze critical issues confronting individuals and society in a global context as they pertain to the discipline in which the Portal course is taught. The Portal is intended to help students succeed in their university education by being mentored in process of thinking critically about important ideas and articulating their own conclusions. Students may take the Portal in any discipline, irrespective of their major or minor. Satisfies the General Studies Portal course requirement. Students may take their Portal course in any discipline. Students who transfer 24 or more hours of General Studies credit to UNK are exempt from taking a portal course.

Total Credits Allowed: 6.00

Prerequisite: First year freshman standing or sophomore standing only.

### 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: Either MATH 102 or MATH 120 or MATH 123 Students with a Business major must also take 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 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 120 or MATH 123  
Students with a Supply Chain Management Emphasis or Marketing Emphasis or MIS Emphasis must complete MGT 233 or equivalent and either MATH 120 or MATH 123 or MIS 190

**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 – Intermediate Statistics 3 credit hours**

A continuation of the study of the application of statistical techniques to business situations that involves advanced topics such as multiple correlation and regression. A statistical computer package will be used.  
Prerequisite: MGT 233 or equivalent

**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 both individual and group behavior, with emphases on motivation, leadership, conflict, and other aspects of organizational dynamics. Some sections use basic statistics and computer applications.  
Prerequisite: Junior 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 388 – GS Capstone 3 credit hours**

An interdisciplinary experience where students apply the knowledge, cognitive abilities, and communication skills they have gained from General Studies in designing and completing an original project or paper. Students employ methods and interpretive means of two or more disciplines to integrate knowledge and synthesize their results. Satisfies the General Studies capstone course requirement. Students may take their Capstone course in any discipline.

Prerequisite: Junior or senior level standing or within 6 hours of completing general studies requirements.

**MGT 400 – 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 401 – Small Business Management 3 credit hours**

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

Prerequisite: MKT 300

**MGT 405 – 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 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 – Health Care Delivery: Systems and Policies 3 credit hours**

This course is for health sciences students and students interested in health care management. Topics include 1) the organization, delivery, and financing of health care; 2) the business side of health care including workforce issues, payment systems, and cost control; 3) issues in the health care industry including the effect of government policies; and 4) the opportunity for students to critically evaluate current changes in health care policies in the United States and other countries and the effect of such changes on the quality of patient care.

**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 Consultanship 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 public 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: FIN 308 and MKT 300 and either MIS 302 or ECON 335 and either MGT 301 or MGT 355

**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