MANAGEMENT

Undergraduate Program Information

The major in general business is based on a broad range of course options rather than a narrow focus on a single discipline. Graduates find careers in large and small businesses, in government agencies and in the nonprofit sector. The general business major is well suited to the part-time and working student because it allows the student to select courses that will better meet their individual schedule. The entrepreneurship concentration is ideal for a student interested in starting or acquiring a small business or entering a family business upon graduation. The curriculum provides a focus on small and new enterprises, thus reflecting the entrepreneurial nature of contemporary business in the U.S.

Every candidate for this major must fulfill the following requirements in addition to the general education common core, College of Business foundation and business core, Viewing a Wider World requirements and general electives. Students will choose one of the three concentrations that follow.

Degrees for the Department

General Business - Bachelor of Business Administration (http://catalogs.nmsu.edu/nmsu/business/management/general-business-bachelor-business-administration)

Management - Bachelor of Business Administration (http://catalogs.nmsu.edu/nmsu/business/management/management-bachelor-business-administration)

Minors for the Department


Sustainability - Undergraduate Minor (http://catalogs.nmsu.edu/nmsu/business/management/sustainability-undergraduate-minor)

Professor, Carlo Mora-Monge, Interim Department Head

Professors Benson, Bishop, Boje, Elias, Hoffman, Jun, Rosile; Associate Professors Adler, Smith; Assistant Professors Flinchbaugh; Crawford

MGT 201. Introduction to Management
3 Credits
Covers the functioning and administration of different types of complex organizations. Concepts and theories of management and organizational behavior.

MGT 309. Human Behavior in Organizations
3 Credits
Interpersonal and organizational behavior, motivation, communication, team building, leadership, diversity management, legal and ethical issues, and politics in organizations. Credit may not be earned for both MGT 309 and MGT 315V.

MGT 315V. Human Relations in Organizations
3 Credits
Interactions among people and groups in societies where organizations abound. Focus on the behavior of people in organizational situations and approaches for understanding that behavior. Explores motivation, communication, leadership and team processes. Restricted to nonbusiness majors. Credit may not be earned for both MGT 309 and MGT 315V.

MGT 322. Human Resources Management
3 Credits
Survey course in human resources management. Includes recruitment, selection, equal employment opportunity, performance appraisal, training, compensation, safety, and union-management relations.

MGT 333. Training and Development
3 Credits
Training and development of human resources, including training needs assessment, training approaches and techniques, and evaluation of training effectiveness.

MGT 335V. Business and Government
3 Credits
Crosslisted with: ECON 335G

MGT 336. Management Communication
3 Credits
Communication models with emphasis on application to management problems. Management communication systems and techniques in organizations.

MGT 344. Production and Operations Management
3 Credits
Management of physical and human resources; management information systems in operations; applications in various organizations.

Prerequisite: STAT 251G or A ST 251G or A ST 311; and BCIS 338 or BCIS 350.

MGT 345V. Quality and Competitiveness: An International Perspective
3 Credits
Quality management and competitiveness are studied in manufacturing, services, and the public sector with an international perspective. Topics include: global history of quality, foreign competition and its impact on quality and productivity, quality management and continuous improvement, international operations management, quality assessment, and a review of the emergence of quality and competitiveness in government, education and health care.

MGT 347. Management Functions and Processes
3 Credits
Planning, organizing, directing, and controlling operating units in an organization. Applications to a variety of types of organizations.

MGT 351. Supply Chain Management
3 Credits
Acquisition and control and delivery of materials, parts, equipment, and services for end use in the organization. Applications to service and manufacturing industries, nonprofit, and governmental institutions.

MGT 359. The Management of Diversity
3 Credits
Management of diversity in the workplace. Includes concepts of appreciation and management of workforce diversity, a review of research on diversity and organizational performance, individual and group-level factors in understanding diversity, and organizational context factors in managing diversity.

MGT 360V. Negotiation and Business Conflict Resolution: Theory and Practice
3 Credits
Covers the basics of negotiation theory and practice including the use of quantitative methods and their realistic application in resolving disputes. Application of conflict resolution skills.
MGT 361. Managing a Startup
3 Credits
Exploration of the tensions and experiences of starting and growing a new company. The course will provide students with the knowledge and experience to increase the likelihood of success whether as a principal in a new company or an investor representative.

MGT 375V. Global Environmental Assessment and Management
3 Credits
Examines the principles of environmental assessment and management. Topics include global environmental concerns, industrial environmental management, life cycle assessment, system analysis, process improvement, and sustainable development, among others.

MGT 388V. Leadership and Society
3 Credits
Exploration of the multifaceted nature of leadership in modern society through readings and seminar discussion.

MGT 391. Management Internship and Cooperative Education I
1-3 Credits
Application of management skills to the work environment. Open only to students majoring or minoring in management. The amount of academic credit (1-3 cr.) will be determined by the academic experience and not by the work experience. May be repeated for a maximum of 3 credits. Restricted to majors and minors.
Prerequisite(s): MGT 309 and consent of instructor.

MGT 448. Business Consulting
3 Credits
Study, analysis, and presentation of recommendations for solving significant problems confronting businesses.

MGT 449. Strategic Management
3 Credits
Integrative approach to envisioning the future and shaping strategies for business success.
Prerequisite(s): BCIS 338 or 350; BLAW 316; FIN 341; MGT 309; MKTG 303; and one of the following: MGT 344 or MGT 470 or BCIS 485.

MGT 451. Selection, Placement, and Performance Evaluation
3 Credits
Staffing processes for organizations and the evaluation of employee performance. Use of selection methods and measurement of work behavior.

MGT 453. Leadership and Motivation
3 Credits
Theories of leadership and motivation. Motivational programs for complex organizations. Relationships between organizational power, authority, and management styles. Crosslisted with: I E 453

MGT 454. Work Teams in Organizations
3 Credits
Theories of small groups and their application to the work situation. Why and how groups form, grow, communicate, and maintain themselves.
Prerequisite(s): senior or above standing.

MGT 458. Comparative International Management
3 Credits
Cultural influences on management are examined in a global business environment with a particular emphasis on human behavior in multinational organizations and the management of human resources. Same as I B 458.

MGT 460. Compensation Management
3 Credits
An overview of wage and salary administration, including job evaluation, wage and salary surveys, program administration, legal aspects of pay systems, and benefits administration.
Prerequisite(s): MGT 332 or consent of instructor.

MGT 461. New Venture Creation
3 Credits
Via problem-based learning, teams define new business ventures to meet current market needs, develop business plans, and prepare to present to investors. SAME AS MKTG 461

MGT 465. Contemporary Issues in Human Resources Management
3 Credits
Integrative course in human resources management, emphasizing the application of advanced concepts to complex personnel cases.
Prerequisite: MGT 332.

MGT 466. Managing Electronic Commerce: A Business Models Perspective
3 Credits
Surveys the emerging Internet technology involving business to business, business to consumer, and consumer to consumer forms of trade. Covers quantitative decision and negotiation analysis techniques as well as auction and market trade mechanisms.

MGT 470. Project Management in Organizations
3 Credits
Roles, responsibilities, and techniques of project managers in managing projects effectively. Preparation for professional certification.

MGT 490. Selected Topics
1-18 Credits (1-18)
Seminars in selected current topics in the various areas of management and administration. Prerequisites vary according to the seminar being offered.

MGT 491. Management Internship and Cooperative Education II
1-3 Credits
Covers the application of management skills to the work environment. The amount of academic credit (1-3 cr.) will be determined by the academic experience and not by the work experience. May be repeated for a maximum of 3 credits. Restricted to majors and minors.
Prerequisite: MGT 309 and consent of instructor.

MGT 498. Independent Study
1-3 Credits
Individual studies directed by consenting faculty with the prior approval of the department head. A maximum of 3 credits may be earned.
Prerequisite(s): junior or above standing and consent of instructor.

MGT 502. Operations Management
3 Credits
Systems and specialized models applied to the management of production facilities and service operations, including physical and human resources.
Prerequisite(s): Graduate students only.

MGT 503. Organizational Behavior and Management Processes
3 Credits
Covers the theory and practice related to the successful management of human resources in organizations operating within a dynamic global environment. Course goals include developing alternative frameworks for analyzing issues related to human behavior, management science, and organizational structure and theory.
Prerequisite: graduate students only.
MGT 512. Quantitative Analysis for Business Decisions
3 Credits
Identification, collection, and analysis of an organization’s data both internal and external, and use of the resultant information in managerial decision making.
Prerequisite: graduate students only.

MGT 527. Negotiation and Business Dispute Resolution
3 Credits
Same as BLAW 527.

MGT 545. Seminar in Human Resources Management
3 Credits
Systems, theories, and methods of managing human resources for optimum productivity.

MGT 548. Business Consulting
3 Credits
Study, analysis, and presentation of recommendations for solving significant problems confronting businesses. Same as MGT 448 with differentiated assignments for graduate students.

MGT 590. Strategic Management
3 Credits
Covers the integration of functional, human, technological, and environmental aspects of business within the framework of management policy and strategy formulation. Formulate, implement, evaluate and control the various functions of the organization from a systems perspective. Understand the external environment and its impact on the organization. Restricted to majors.
Prerequisite: M.B.A. student in his or her final semester.

MGT 591. New Venture Creation
3 Credits
Via problem-based learning, teams define new business ventures to meet current market needs, develop business plans, and prepare to present to investors. Same as MGT 461 with differentiated assignments for graduate students. Crosslisted with: MKTG 591.

MGT 598. Special Research Programs
1-3 Credits
Individual investigations either analytical or experimental. A maximum of 6 credits may be earned.
Prerequisite: consent of instructor.

MGT 600. Doctoral Research
1-15 Credits
This course number is used for assigning credit for research performed prior to successful completion of the doctoral qualifying examination. Restricted to management majors.

MGT 601. Research in Management
1 Credit
Ph.D. course provides opportunities for significant interaction between Management faculty and Management Ph.D. students. The course also provides opportunities for development of professional scholarly standards, ethics, and critiques, as well as insight into current research areas and topics supported by the Management Department and other relevant disciplinary areas. May be repeated for a maximum of 6 credits. Restricted to Ph.D. students. Graded S/U.

MGT 640. Instructional Development for Teaching Business
3 Credits
Pedagogical issues and techniques in collegiate business education. Includes course and curriculum development, outcomes assessment, class management, and teaching techniques. Practical issues faced in college instruction. Restricted to doctoral students.

MGT 645. Seminar in Human Resources Management
3 Credits
Seminar will address current issues in human resources management. Focus on research related to the selection, development, and effective use of human resources. Restricted to doctoral students.

MGT 650. Seminar in Organizational Behavior
3 Credits
Seminar will include specific organizational behavior topics: motivation, leadership, group and inter-group relations, and attitude theory. Focus on current research and theory. Restricted to doctoral students.

MGT 655. Seminar in Organizational Systems and Theory
3 Credits
Analysis of organizations from a macro perspective. Topics include organizational theory, organizational design, organizational environment, and sociotechnical systems. Restricted to doctoral students.

MGT 660. Research Design and Methodology
3 Credits
Topics will include philosophy of science, theory building, and research methods applicable to the study of organizational behavior. Restricted to doctoral students.

MGT 661. Qualitative Research Methods
3 Credits
In-depth coverage of selected topics in research methodology, including theory and logic of scientific investigation, grounded theory, action research, and ethnomethodology. Restricted to doctoral students.

MGT 675. Seminar in Strategic Management
3 Credits
Survey of current and classical readings in strategy. Introduces the doctoral level student to strategic issues, strategic topics for research, and publication venues. Restricted to doctoral students.

MGT 685. Story Consulting to Organizations
3 Credits
Apply various qualitative story and narrative research methods (plot analysis, script analysis, life history, and restoring) to action research consulting project. Students will conduct story assessment and (propose or enact) intervention with a local consenting organization. Restricted to doctoral students.

MGT 690. Special Topics
3 Credits
Seminars in selected current topics in the various areas of management. May be repeated for unlimited credit. Restricted to doctoral students.
Prerequisite(s): Vary according to seminar being offered.

MGT 698. Special Topics
1-3 Credits
Prerequisite: consent of instructor.

MGT 700. Doctoral Dissertation
15 Credits
Prerequisite: advancement to candidacy.

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