Management

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Mission

The Department of Information Systems, Management and Marketing provides academically rigorous instruction on the use of analytical tools and theoretical concepts in information systems, management, management science, and marketing to help students understand and apply them to practical business problems in scientific, technological and traditional business environments, non-profits, and government agencies. The departmental faculty also develops and disseminates knowledge on diverse topics related to the information systems and assurance, management, management science, and marketing.

Management

A major in management prepares students for a wide range of professional managerial occupations. The management major is structured to provide the broad education students will need for flexibility and mobility as future managers in business, non-profit, or governmental organizations. Students may elect one of four concentrations.

The Human Resource Management (http://catalog.uah.edu/undergrad/colleges-departments/business-administration/management/management-bsba-human-resource-management-concentration) concentration focuses on managing human behavior in organizations and the organizational functions of human resource management. This concentration is appropriate for students planning to work in positions with responsibilities for compensation management, employee relations, recruiting, staffing, human resource planning, training and development, and union-management relations.

The Acquisition Management (http://catalog.uah.edu/undergrad/colleges-departments/business-administration/management/management-bsba-acquisition-management-concentration) concentration focuses the management of government contracts. It includes pre and post-award contract administration, cost and price analysis, contract negotiation, and government contract law. This concentration is designed to prepare students for entry-level professional positions in acquisition management with the Federal government or in similar positions with government contractors.

The Supply Chain Management (http://catalog.uah.edu/undergrad/colleges-departments/business-administration/management/management-bsba-supply-chain-management-concentration) concentration focuses on transportation, logistics, inventory management, distribution operations, and information systems as applied to supply chain integration, and on strategic decision making in the management of a firm’s supply chain. The concentration is designed to prepare students for careers in military logistics with the Department of Defense and with managing supply chains in private sector firms.

The General Management (http://catalog.uah.edu/undergrad/colleges-departments/business-administration/management/management-bsba-general-management-concentration) concentration is offered for students whose career goals require a broad knowledge of the functional areas of management rather than a specialization in a particular field. This concentration allows students maximum flexibility in customizing their major field coursework to fit their particular career ambitions. For example, students considering careers in international business may wish to plan their program of study to accommodate such career goals.

The Human Resource Management concentration and the Supply Chain Management concentration are offered only during the day. The Acquisition concentration is offered only at night. The General Management concentration is offered during the day and at night.

Major in Management

Students who major in Management may focus their program on human resource management, acquisitions management (sometimes called federal procurement), supply chain management, or general management. These concentrations provide different perspectives and offer different entry-level career options. Details about each of the management major concentration options are provided at the links below.

Minors in Management

The College of Business Administration offers several minors in business and management topics for students from across campus. Students in the College of Arts, Humanities, and Social Sciences and in the College of Science often couple one of the business minors with their undergraduate degree program. For students in the Colleges of Science and Engineering, the 4+1 progression described below provides graduates with a Pre-MBA minor that fulfills many of the foundation requirements of the UAH MBA.

These minors are not available to students enrolled in the B.S. Business Administration degree program (any major).

- Pre-MBA (http://catalog.uah.edu/undergrad/colleges-departments/business-administration/management/pre-mba-minor)
- 4 + 1 Recommended Progression for Science & Engineering Students to Achieve a Pre-MBA Minor and One-Year MBA (http://catalog.uah.edu/undergrad/colleges-departments/business-administration/management/4-1-recommended-progression-for-science-engineering-students-to-achieve-business-minor-one-year-mba)

Certificate in Management


MGT 100 - INTRO TO BUSINESS
Semester Hours: 1-3
Career options for students interested in business are stressed. Fundamentals of business organizations, effective management and the functions of business are explored.

MGT 101 - INTRO ENTREPRENEURSHIP
Semester Hours: 3
Introduction to the startup of a new business and the entrepreneurial career. Focuses on elementary concepts of planning, financing, developing, and managing a new business.

MGT 301 - MANAGING ORGANIZATIONS
Semester Hours: 3
Introduces management theories, roles, functions, and processes that facilitate the successful operation of organizations. Provides overviews of the following topics: managerial roles and functions, the strategic management process, organizational structure, organizational theory and behavior, and the human resource management function.

MGT 320 - CAREER DEVELOPMENT
Semester Hours: 3
Concepts drawn from theories on career development, human capital, social networks, labor markets, and strategic management will provide a theoretical foundation for students to formulate short- and long-term career goals and a strategic plan for achieving those goals.

MGT 361 - ORGANIZATIONAL BEHAVIOR
Semester Hours: 3
Behavioral science approach to the study of individual performance. Performance evaluation, job design, employee turnover, organizational culture, communication process, work motivation, leadership, group dynamics, and organizational development. Prerequisite: MGT 301.

MGT 363 - HUMAN RESOURCE & LABOR REL MGT
Semester Hours: 3
Theories and practices related to human resource management functions, including strategic planning, internal and external staffing, training and development, compensation management, employee and labor relations, and international human resource management. Prerequisite with concurrency: MGT 301. Prerequisites: Either MSC 287, CM 370, PY 300 or SOC 303.
MGT 401 - INTRO TO CONTRACT MANAGEMENT  
Semester Hours: 3  
General survey in contracting basics, covering procedures as described by Federal Acquisition Regulations, statutes, ethics, policies, and other pertinent authorities.

MGT 402 - CONTRACT EVALUATION & AWARD  
Semester Hours: 3  
Study of the evaluation, award, and post-award aspects of the contracting process, focusing on federal government contracting. Covers acquisition and past performance evaluation; the proposal receipt process; and post-award contract administration, closeout, modifications, and dispute resolution. Prerequisite: MGT 401.

MGT 403 - CONTRACT PRICING & COST ANALYS  
Semester Hours: 3  
Study of methods of price analysis and cost estimation and analysis. Covers data sources, legal requirements, rates, definitions, projection methods, factors affecting profits/fees, the weighted guidelines technique, statistical analysis methods, and learning curve theory. Prerequisite: MGT 401 or FIN 301 & ACC 440.

MGT 405 - NEW VENTURE STRATEGIES  
Semester Hours: 3  
Theory and application of strategies for start-up, operation, and control of new ventures. Roles of entrepreneurship in the economy. Case studies of corporate and independent new ventures. Prerequisite: MGT 301 and MKT 301.

MGT 408 - TEAMWORK & TEAM PROCESSES  
Semester Hours: 3  
This course provides an introduction to teams and teamwork processes. The foundation of the course is research-based; topics will be approached from the context of empirical research. The types of research designs that are typically used in team research are addressed. Junior standing required.

MGT 410 - LEADERSHIP, PERSONAL DEV & ORG  
Semester Hours: 3  
The focus of this course is on the in-depth self-examination of skills, ability, personality, attitudes, values and behavior to increase self-awareness of leadership competencies. Students will also examine theories of leadership to develop insights for their personalized leadership development. Prerequisite: MGT 301.

MGT 411 - SUPPLY CHAIN MANAGEMENT  
Semester Hours: 3  
A study of problems and practices of operations and materials management. Topics include: materials acquisitions, inventory systems, demand management, aggregate planning, materials, logistics systems and current topics. Prerequisite: MSC 287.

MGT 450 - INTERNATIONAL BUSINESS  
Semester Hours: 3  
Explores the economic, social, political, cultural, and legal environment of global business operations and considers how environmental effects on business programs and strategies. Relies on a variety of conceptual, methodological and application perspectives. Prerequisite: MGT 301, MKT 301, and FIN 301.

MGT 460 - EMPLOYEE STAFFING & DEVELOP  
Semester Hours: 3  
The study of employee staffing and development concepts, issues and tools. Topics include forecasting staffing needs, recruitment strategies, development and validation of selection procedures, placement, socialization and development of employees, and the utilization of contingent workers. Prerequisite: MGT 301 and MGT 363, and either IS 301, MKT 301, or FIN 301.

MGT 461 - STRATEGIC COMPENSATION MGMT  
Semester Hours: 3  
Introduction to management of employees' compensation. Overview of compensation practices, behavioral and economic theories of compensation, and research on compensation programs.

MGT 462 - EMPLOYMENT LAW FOR MANAGERS  
Semester Hours: 3  
The study of government regulation of the management of human resources. Examines employer responsibilities and employee rights under federal state law pertaining to separations, discrimination, compensation and other terms of employment, worker safety and health, privacy, and unions.
MGT 470 - SPEC TOPICS SEMINAR IN MGMT
Semester Hours: 3

In-depth study of a selected topic relevant to contemporary management. Different sections of this course may address different topics.

MGT 490 - SPECIAL PROJECTS
Semester Hours: 1-3

Active involvement in an on-going project in a business enterprise that has particular interest and relevance to the student, or an in-depth investigation of contemporary management problems. Approval of department chair is required.

MGT 494 - PRACTICUM IN MANAGEMENT
Semester Hours: 3

Student teams will apply management concepts and skills in a semester-long business simulation or management project conducted for a client firm or non-profit. The teams will be closely supervised by a faculty member with expertise related to the simulation or project. Prerequisite: MGT 301, MSC 287, and MSC 288.

MGT 495 - INTERNSHIP IN MANAGEMENT
Semester Hours: 1-3

Under the direction of a faculty advisor, experience is gained with an entrepreneur in a small business firm or a manager in a large firm. Subject to College's guidelines on internships.

MGT 499 - COMPETITIVE STRATEGY
Semester Hours: 3

Addresses formulation & implementation of business/corporate level strategies: defining the mission, setting goals and objectives, analyzing current operating conditions and the organization's environment, and setting a unified strategic direction. Recommended taking during final semester of degree. Upper division standing required. Student must obtain a grade of C or higher. Prerequisite: MGT 301, MKT 301, FIN 301, EH 300, IS 301, and MSC 385.