

# Management

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The department of Management offers the following degree programs:

- BSBA, Management - Human Resources Management Concentration (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/management-bsba-human-resource-management-concentration>)
- BSBA, Management - Acquisition Management Concentration (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/management-bsba-acquisition-management-concentration>)
- BSBA, Management - Supply Chain Management Concentration (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/management-bsba-supply-chain-management-concentration>)
- BSBA, Management - General Management Concentration (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/management-bsba-general-management-concentration>)

## Mission

The Department of Management, Marketing and Information Systems 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/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/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/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/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.

## 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.

- Management, BSBA - Human Resource Management Concentration (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/management-bsba-human-resource-management-concentration>)
- Management, BSBA - Acquisition Management Concentration (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/management-bsba-acquisition-management-concentration>)

- Management, BSBA - Supply Chain Management Concentration (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/management-bsba-supply-chain-management-concentration>)
- Management, BSBA - General Management Concentration (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/management-bsba-general-management-concentration>)

## 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).

- Business (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/business-minor>)
- Entrepreneurship (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/entrepreneurship-minor>)
- Human Resource Management (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/human-resource-management-minor>)
- International Business (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/international-business-minor>)
- Management and Leadership (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/management-leadership-minor>)
- Pre-Law Business (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/pre-law-business-minor>)
- Pre-MBA (<http://catalog.uah.edu/undergrad/colleges-departments/business/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/management/4-1-recommended-progression-for-science-engineering-students-to-achieve-business-minor-one-year-mba>)

## Certificate in Management

- Human Resource Management (<http://catalog.uah.edu/undergrad/colleges-departments/business/management/human-resource-management-certificate>)

### 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.

**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.

**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. Prerequisites: MSC 287 and MGT 363.

**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.

**MSC 287 - BUSINESS STATISTICS I**

Semester Hours: 3

Introduction to probability & business statistics. Covers: tabular, graphical, and numerical methods for descriptive statistics; measures of central tendency, dispersion, & association; probability distributions; sampling & sampling distributions; and confidence intervals. Uses spreadsheets to solve problems. Prerequisite: Any 100 level MA course.

**MSC 288 - BUSINESS STATISTICS II**

Semester Hours: 3

Inferential statistics for business decisions. Topics include: review of sampling distributions and estimation; inferences about means, proportions, and variances with one and two populations; good of fit tests; analysis of variance and experimental design; simple linear regression; multiple linear regression; non parametric methods. Prerequisite: MSC 287.

**MSC 385 - OPERATIONS ANALYSIS**

Semester Hours: 3

Survey of the firm's production function and quantitative tools for solving production problems, quality management, learning curves, assembly and waiting lines, linear programming, inventory, and other selected topics (e.g., scheduling, location, supply chain management). Uses the SAP software. Prerequisite: MSC 288.

**MSC 410 - TRANSPORTATION & LOGISTICS**

Semester Hours: 3

An analysis of transportation and logistical services to include customer service, distribution operations, purchasing, order processing, facility design and operations, carrier selection, transportation costing, and negotiation. Prerequisite: MKT 301.

**MSC 470 - SPECIAL TOPICS IN MGMT SCI**

Semester Hours: 3

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

**MSC 490 - SPECIAL PROJECTS**

Semester Hours: 3

Independent study in an area of interest to the student in the field of management science. Approval of department chair is required.

**MSC 494 - PRACTICUM IN MANAGEMENT SCIENC**

Semester Hours: 3

Student teams will apply management science concepts and skills in a semester-long simulation or management science 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: MSC 287, MSC 288 and MSC 385.

**MSC 495 - INTERN IN MGMT SCIENCE**

Semester Hours: 3

Active involvement in a project in a business enterprise, professional organization or in a government agency that has particular interest and relevance to the student. Subject to College's guidelines on internships.

**MSC 500 - DEC SUPPORT SYS/EXPT SYS**

Semester Hours: 3

Analysis of information support systems which aid the manager in the decision making process.

**MSC 510 - TRANSPORTATION & LOGISTICS**

Semester Hours: 3

An analysis of transportation and logistical services to include customer service, distribution operations, purchasing, order processing, facility design and operations, carrier selection, vehicle routing, and transportation costs. Understanding of business statistics is required.

**MSC 570 - SPECIAL TOPICS IN MGMT SCI**

Semester Hours: 3

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

**MSC 595 - INTERNSHIP IN MANAGEMENT SCIEN**

Semester Hours: 1-3

Active involvement in a project in a business enterprise, professional organization or government agency that has particular interest and relevance to the student.

**MSC 600 - QUANTITATIVE METHODS**

Semester Hours: 3

An introduction to and application of several fundamental quantitative methods and business analytics tools in business. Topics include probability distributions, sampling distributions, confidence interval estimation, hypothesis testing, ANOVA, linear regression, linear optimization, and simulation. Basic proficiency in Excel is required.

**MSC 605 - OPERATIONS MANAGEMENT**

Semester Hours: 3

This course discusses the management of the operations function for the creation of goods and services and its relationship with other business functions in service, manufacturing, and government organizations. Topics include operations strategy and infrastructure decisions, merging process technologies, planning and scheduling, inventory management, just-in-time systems, quality management, six sigma and lean operations. Concepts are illustrated using the SAP software. Prerequisite: MSC 600.

**MSC 615 - DECISION MODELING**

Semester Hours: 3

This course focuses on tools and methods for modeling, analyzing and solving problems involving business decision making. Spreadsheet analysis, optimization, and simulation techniques will be covered. Topics include linear and nonlinear optimization, network models, decision analysis and simulation of complex models in a spreadsheet environment as well as using other commercial software packages. Proficiency in Excel is required. Prerequisite: MSC 600.

**MSC 641 - ADVANCED ANALYTICS**

Semester Hours: 3

This course focuses on concepts and methods in business analytics. Topics include data quality and cleaning, predictive modeling, design of experiments, segmentation, forecasting, usage and limitations of models, and interpretation and presentation of results. This course provides a hands-on environment using real data to prepare students to apply these techniques in business environments. Proficiency in Excel is required. Prerequisite: MSC 600.

MSC 650 - SELECTED RESEARCH TOPICS

Semester Hours: 3

Research in a particular topic relevant to management science by one student or a group of students. Each student's research paper must be an original contribution showing a research design and results that meet the highest standard of management science research.

MSC 692 - BUSINESS ANALYTICS PRACTICUM

Semester Hours: 3

A capstone course emphasizing rigorously interpreting the results of analytic models and intuitively communicating the derived business insights to business clients and corporate executives. The majority of this course is devoted to a major practical project in which students apply skills learned from previous analytics courses to a real world business problem, preferably in cooperation with a local organization. Prerequisite: Completion (or concurrent enrollment in) all other required courses. Normally taken during the student's last semester of studies.

MSC 699 - MASTER'S THESIS

Semester Hours: 1-3

Required each semester a student is working and receiving direction on a masters thesis. A minimum of two terms is required, but no more than six hours credit is allowed for the thesis.