Management

Department Chair Contact Information
Telephone: 256.824.6680
Email: mgt@uah.edu

Mission

The Department of Management and Marketing provides academically rigorous instruction on the use of analytical tools and theoretical concepts in management 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 management 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 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 concentration focuses on 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 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 for managing supply chains in private sector firms.

The General Management 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.

There are four concentrations within the management major:

- Management, BSBA - Human Resource Management Concentration
- Management, BSBA - Acquisition Management Concentration
- Management, BSBA - Supply Chain Management Concentration
- Management, BSBA - General Management Concentration

Minors in Management

The College of Business offers several minors in business and management topics for students from across campus. Students from other colleges are able to complete any of these minors.

- Business
- Entrepreneurship
- Human Resource Management
- Management and Leadership
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Semester Hours:</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 100</td>
<td>INTRODUCTION TO BUSINESS</td>
<td>1-3</td>
</tr>
<tr>
<td>MGT 101</td>
<td>INTRODUCTION TO ENTREPRENEURSHIP</td>
<td>3</td>
</tr>
<tr>
<td>MGT 301</td>
<td>MANAGING ORGANIZATIONS</td>
<td>3</td>
</tr>
<tr>
<td>MGT 320</td>
<td>CAREER DEVELOPMENT</td>
<td>3</td>
</tr>
<tr>
<td>MGT 361</td>
<td>ORGANIZATIONAL BEHAVIOR</td>
<td>3</td>
</tr>
<tr>
<td>MGT 363</td>
<td>HUMAN RESOURCE &amp; LABOR RELATIONS MANAGEMENT</td>
<td>3</td>
</tr>
<tr>
<td>MGT 401</td>
<td>INTRODUCTION TO CONTRACT MANAGEMENT</td>
<td>3</td>
</tr>
<tr>
<td>MGT 402</td>
<td>CONTRACT EVALUATION &amp; AWARD</td>
<td>3</td>
</tr>
<tr>
<td>MGT 403</td>
<td>CONTRACT PRICING &amp; COST ANALYSIS</td>
<td>3</td>
</tr>
<tr>
<td>MGT 405</td>
<td>NEW VENTURE STRATEGIES</td>
<td>3</td>
</tr>
<tr>
<td>MGT 408</td>
<td>TEAMWORK &amp; TEAM PROCESSES</td>
<td>3</td>
</tr>
</tbody>
</table>

Career options for students interested in business are stressed. Fundamentals of business organizations, effective management and the functions of business are explored.

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.

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.

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.

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.

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.

General survey in contracting basics, covering procedures as described by Federal Acquisition Regulations, statutes, ethics, policies, and other pertinent authorities.

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.

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.

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.

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 DEVELOPMENT, & ORGANIZATIONS  
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 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 & DEVELOPMENT  
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 363.

MGT 461 - STRATEGIC COMPENSATION MANAGEMENT  
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 - SPECIAL TOPICS SEMINAR IN MANAGEMENT  
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, IS 301, MSC 385 and either EH 300 or EH 301.