

MANAGEMENT (MGT)

MGT 272 Special Topics

MGT 301 ORGANIZATIONAL BEHAVIOR

MGT 307 Designing Organizations for Competitive Advantage

This course develops an understanding of the interaction of organizational structure and processes, examines relationship of internal and external environments, studies organizational design, and utilizes current theories of organizational behavior as practical tools in analyzing specific organizations. Prerequisite(s): BUS 203

MGT 309 Management Perspectives on Globalization

This course prepares students to appreciate business issues from a multicultural perspective. It will provide a broad overview of the basic issues for-profit businesses and non-profit organizations face. Topics covered will include: the impact of different political, economic, and legal systems; the importance of understanding cultural trends as they relate to managing the workforce and marketing one's product; global issues regarding social justice and corporate social responsibility; environmental sustainability; technological advances; and opportunities and threats in the global business world. Offered as a travel study course, this course requires permission of the instructor. Restriction(s): course requires permission of instructor Prerequisite(s): sophomore or above

MGT 310 Ethical and Legal Decision Making: Challenges for Workplace Leaders

Et Tu? What will you do? This course, grounded in law and ethics, focuses on the challenges of legal and ethical decision making in the workplace. Using case studies, role play, and other active learning exercises, the course explores corporate social responsibility and the ethical and legal obligations of executives and directors of for-profit and non-profit enterprises. Topics may include sustainability, corporate by-laws and ethics policies, whistle-blowing, executive compensation, employment practices, diversity, privacy, social media, and public safety. Prerequisite(s): sophomore standing

MGT 311 Influence in Organizations: A Skills-Based Approach

This course helps students develop practical influence skills that are important to success in all organizations and professional work. The skills that are emphasized include: effective feedback, persuasion, upward influence, and negotiation to facilitate action to a desired goal. The course provides both concepts and hands-on experience with opportunities for students to observe, analyze, and practice influence. A key part of the course is participation in a skills development assessment workshop. Prerequisite(s): BUS 203

MGT 312 Managing Human Resources: A Skills-Based Approach

This course helps students develop the skills that practicing managers need to address the human resource issues they confront in their day-to-day work. Students will learn to identify potential Equal Employment Opportunity (EEO) problems and respond appropriately to them, create job descriptions and specifications, conduct employment interviews, evaluate the usefulness of other selection procedures (i.e., job knowledge tests, personality inventories), design and conduct on-the-job training, appraise employee performance and conduct a performance review discussion, and conduct themselves appropriately during union-organizing drives. Prerequisite(s): BUS 203

MGT 330 Life Science Innovation

This course is open to students interested in learning how to commercialize new technologies. Teams of science and business students will work with inventor-scientists at the Wistar Institute—as well as with external partners such as venture capitalists, intellectual property lawyers, and biotechnology entrepreneurs—to develop proposals on the scientific merit and commercial feasibility of life science research projects. Students should have either a scientific or business background to enroll in this course. (Cross-listed as BIO 330 and ISBT 330)

MGT 340 Introduction to Sport Management

This course provides an overview of the exciting and dynamic sport industry and its social and economic impacts. In learning about various facets of sport management, such as human resource management, marketing, and facility and event management, students will be introduced to the wide array of career opportunities in the industry. Contemporary trends and ethical and legal issues in sport management will be explored.

MGT 341 Sports Law

Sports occupy a central place in modern society. They constitute a significant sector in the economy and an important form of cultural expression. This course examines the legal issues that arise in both amateur and professional sports. Topics include agency, contracts, torts, antitrust, Title IX, discrimination, drugs, and intellectual property. Class participation will be a significant portion of a student's grade in this interactive and discussion-oriented course. (cross-listed as LAW 341)

MGT 342 Sport Facility & Event Mgt.

This course provides an overview of facility and event management with a focus on sports and entertainment. Students will explore various facets of building, operating, and managing sports and entertainment facilities, as well as planning and conducting successful events. Among the topics examined are strategic planning, emergency management, ticketing, concessions, crowd management, and parking

MGT 350 Cooperative Education (Junior Standing)

This is a full-time, paid, approximately four-month assignment in a cooperating firm. Involves job-related learning under faculty supervision. The position must be approved by the Management and Leadership Department. For registration information, students in the Business Scholars Co-op Program should consult with the Director of the program, and students who are not in the Business Scholars Co-op Program should consult with the Associate Director for Experiential Education in Career Services. A co-op counts as a free elective and not as a course in the major. Grading for co-ops is on a pass/fail basis (grading for internships is on a letter grade, i.e., not pass/fail, basis); the faculty member who is supervising the experience has the discretion as to whether to roster it as a co-op or internship. Students in the Business Scholars Co-op Program must take it pass/fail. Prerequisite(s): 2.5 minimum GPA (higher for students in the Business Scholars Co-op Program) and completion of BUS 203 and preferably an upper-level major course

MGT 353 Dispute Resolution

Dispute resolution and conflict management describe a set of theories, principles, and techniques that build upon skills of analysis and communication. Managers negotiate every day to resolve conflicts between individuals and groups both within and outside the organization. Readings, exercises, and cases are utilized to study the complex human activity that is dispute resolution. Prerequisite(s): BUS 203

MGT 354 Growing A Business: Entrepreneurship and Small Business Management

(CROSS-LISTED WITH ENT 354) The actual art and practice of managing a small enterprise. Concepts and methods for decision making and being competitive. Actual cases with live situations and outside speakers from all areas—business, government, and organized labor—impinging on the small entrepreneur today. Prerequisite(s): (ENT 201 and ENT 301) or (BUS 101 and BUS 208) or (ISBT 333 and ISBT 334)

MGT 355 Leadership: Theories and Real-World Challenges

This course presents the major theories of effective leadership. The course includes several self-assessments that help students reflect on their readiness for leadership roles. An important emphasis will be on ethical challenges that leaders face. We will also discuss the use of power, how to manage conflict and poor employee performance, and the issues leaders face when managing across cultures. You will learn how to apply these skills in a variety of situations by developing viable solutions to problems facing organizations. We will also examine the ways we can use leadership for the betterment of others. Prerequisite(s): BUS 203

MGT 356 Managing in The Global Economy

Changes in the world business environment are bringing new opportunities and challenges to firms and individuals. In Philadelphia, an increasing number of companies and public agencies are involved in international business. This course will study the area connections to the global economy through discussions with experts in global trade and with representatives of international businesses. Prerequisite(s): BUS 203

MGT 357 Managing Cultural Diversity in The Workplace

This course is designed to teach students how to manage the growing multicultural workforce in the United States. Students will be exposed to the basic concepts and issues of intercultural communication and cross-cultural relations and will explore the challenge that managing cultural diversity presents to organizations and individuals. Prerequisite(s): BUS 203

MGT 360 Part-Time Internship in Management

Part-time, generally non-paid employment in an organizational setting to provide on-the-job training. Involves appropriate job-related learning assignments under faculty supervision. The position must be approved by the Department. Consult the Associate Director for Experiential Education in Career Services before registering or for further information. An internship counts as an elective and not as a course in the major. Grading for internships is on a letter grade, i.e., not pass/fail, basis. Restriction(s): MGT 360 is for juniors and 460 is for seniors. Prerequisite(s): 2.5 GPA, BUS 203, and preferably an upper-level major course

MGT 365 Full-Time Internship in Management

Full-time paid employment in an organizational setting to provide on-the-job training. Involves appropriate job-related learning assignments under faculty supervision. The position must be approved by the Department. Consult the Associate Director for Experiential Education in Career Services before registering or for further information. An internship counts as a free elective and not as a course in the major. Grading for internships is on a letter grade, i.e., not pass/fail, basis (grading for co-ops is on a pass/fail basis); the faculty member who is supervising the experience has the discretion as to whether to roster it as a co-op or internship. The number 365 is used if taken in junior year and 465 if taken in senior year. Prerequisite(s): 2.5 GPA, BUS 203, and preferably an upper-level major course

MGT 370 Special Topics**MGT 371 Special Topics**

Designed to address contemporary issues and interests in management. Such topics as total quality management, nonprofit management, sports management, compensation analysis, and employment law will be offered in various semesters. Prerequisite(s): BUS 203

MGT 372 Special Topics**MGT 375 Project Management**

This course introduces students to the knowledge and skills required to effectively manage projects across a range of business and technical disciplines. It also provides an overview of the Project Management Institute's Guide to the Project Management Body of Knowledge. The course begins by describing the similarities and differences between project management and general management, as well as project management life cycles, phases, stakeholders, and process groups. Students become familiar with project management software and use this software as they complete assignments and a course project. The course reviews the core project management knowledge areas, including integration, scope, time, cost, quality, human resources, communications, risk, and procurement. Students work in teams that apply key skills and knowledge areas presented in the course. Prerequisite(s): sophomore status

MGT 377 Special Topics**MGT 378 Special Topics****MGT 379 Special Topics****MGT 411 Effective Teamwork and Leadership: A Skills-Based Approach**

This course is designed to identify and develop the skills necessary to be effective in team and work group environments. These skills include the abilities to work in diverse team situations, apply knowledge of group dynamics, and negotiate in effective and ethical ways. Particular emphasis is placed on self-awareness, which is developed through participation in a skills-assessment center as well as completion of various self-assessment instruments and assignments. The format for this course includes a series of experiential learning opportunities designed to focus attention on particular issues of team functioning. Students who have taken MGT 352 (which is no longer offered) should not enroll in this course. Prerequisite(s): MGT 311

MGT 444 Independent Research**MGT 450 Cooperative Education (Senior Standing)**

This is a full-time, paid, four-to-eight-month assignment in a cooperating firm. Involves job-related learning under faculty supervision. The position must be approved by the Management and Leadership Department. For registration information, students in the Business Scholars Co-op Program should consult with the Director of the program, and students who are not in the Business Scholars Co-op Program should consult with the Associate Director for Experiential Education in Career Services. A co-op counts as a free elective and not as a course in the major. Grading for co-ops is on a pass/fail basis (grading for internships is on a letter grade, i.e., not pass/fail, basis); the faculty member who is supervising the experience has the discretion as to whether to roster it as a co-op or internship. Students in the Business Scholars Co-op Program must take it pass/fail. Prerequisite(s): 2.5 GPA (or more for students in BSCP), BUS 203, and preferably an upper-level major course

MGT 460 Part-Time Internship in Management

Part-time, generally non-paid employment in an organizational setting to provide on-the-job training. Involves appropriate job-related learning assignments under faculty supervision. The position must be approved by the Department. Consult the Associate Director for Experiential Education in Career Services before registering or for further information. An internship counts as an elective and not as a course in the major. Grading for internships is on a letter grade, i.e., not pass/fail, basis. Restriction(s): MGT 360 is for juniors and 460 is for seniors. Prerequisite(s): 2.5 GPA, BUS 203, and preferably an upper-level major course

MGT 464 Management Skills Practicum

This one-credit course must be taken in conjunction with an approved three-credit internship or co-op. Students will complete a series of assignments that require the application of theory and research-based knowledge from the field of management. At their internship sites, students will practice skills such as time management, active listening, group facilitation, and social influence. Written assignments will require students to reflect on these experiences as well as their broader understanding of leadership behaviors, motivation practices, and group dynamics. The class will meet several times during the semester, but most work will be done independently. Students will be able to choose assignments that best fit their own needs and internship experiences. A student may not repeat this course. Prerequisite: BUS 203

MGT 465 Full-Time Internship in Management

Full-time paid employment in an organizational setting to provide on-the-job training. Involves appropriate job-related learning assignments under faculty supervision. The position must be approved by the Department. Consult the Associate Director for Experiential Education in Career Services before registering or for further information. An internship counts as a free elective and not as a course in the major. Grading for internships is on a letter grade, i.e., not pass/fail, basis (grading for co-ops is on a pass/fail basis); the faculty member who is supervising the experience has the discretion as to whether to roster it as a co-op or internship. The number 365 is used if taken in junior year and 465 if taken in senior year. Prerequisite(s): 2.5 GPA, BUS 203, and preferably an upper-level major course

MGT 471 Special Topics**MGT 474 Special Topics****MGT 478 Special Topics**