MAN: Management Courses

Courses

MAN 3025  Management Fundamentals
3 sh (may not be repeated for credit)
Prerequisite: Completion of 45 hours of college course work is required prior to taking this course.

Study of principles of management. Process and content of management analyzed. Emphasizes classical, human relations, human resources, behavioral and quantitative management methods. Content includes planning, organizing, leading, control, employment cycle, organization design, and motivation.

MAN 3240  Behavior in Organizations
3 sh (may not be repeated for credit)
Prerequisite: Completion of 45 hours of college course work is required prior to taking this course.

A study of human and group behavior in organizations and within society. The focus is on developing student ability to work in group settings and organizations. Topics include personality, motivation, leadership, communication, power, change, and conflict. May not be taken for credit by students having credit INP 3313.

MAN 3301  Human Resources Management
3 sh (may not be repeated for credit)
Prerequisite: Completion of 45 hours of college course work is required prior to taking this course.

Introduction to personnel administration; emphasis on the basic personnel function of both the personnel specialist and the operating manager. Critical issues stressed include selection, compensation, OSHA, EEO, unions and discipline.

MAN 3504  Operations Management
3 sh (may not be repeated for credit)
Prerequisite: STA 2023

Application of quantitative and qualitative management techniques for improving quality and efficiency of manufacturing and service organizations. Coverage of productivity, quality, forecasting, design of goods/services, project management and other related topics.

MAN 3540  Introduction to Management Science
3 sh (may not be repeated for credit)
Prerequisite: MAC 2233 AND MAN 3025

Quantitative decision-making methods and their application to planning and control of operations. Systems concept of organization and mathematical reasoning in decision-making emphasized. Cases and incidents provide illustrations. Credit can only be earned for one of these three courses: MAN 3540, MAN 3550 and ISM 3XX1.

MAN 3583  Project Management
3 sh (may not be repeated for credit)
Prerequisite: Completion of 45 hours of college course work is required prior to taking this course.

An introduction to the field of Project Management. Covers concepts and skills used to propose, plan, secure resources, budget, manage risk, and lead teams to successful project completion. The course emphasizes the universal nature of the techniques which enable individuals to manage a variety of projects in diverse organizational settings. Students individually develop project plans for projects in their respective disciplines.

MAN 3802  Small Business/Family Business Management
3 sh (may not be repeated for credit)

Introduces the student to the world of small business and family business management. Explores the managerial processes related to these areas and differentiates them from those found in corporations and large organizations. Provides the student with an opportunity to analyze the mind of the small business manager, brainstorm potential business options, and consider various contemporary issues facing the small business manager. Group projects will be utilized and oral and written reports will be required. Junior standing is required for degree seeking students.

MAN 3905  Directed Study
1-12 sh (may be repeated indefinitely for credit)

MAN 3949  Cooperative Education
1-2 sh (may be repeated for up to 4 sh of credit)

Alternating full-time or consecutive parallel terms of practical experience in the intended field. Reinforcing academic preparation; confirming educational and career goals; personal and professional development; early start in career; earnings toward self-support; improved employability. (See program description under Cooperative Education). Graded on satisfactory / unsatisfactory basis only. Permission of director of Cooperative Education is required.

MAN 4102  Management of Diversity
3 sh (may not be repeated for credit)
Prerequisite: Completion of 60 hours of college course work is required prior to taking this course.

Roles, behaviors, career paths, motivational strategies, obstacles, and collegial reaction to managing diversity within the labor force are an integral aspect of the course. Personal assessment of communication styles and diversity in management styles. Discussions focus on diversity awareness and strategies to enhance productivity through team effort. Emphasis on proactive steps to integrate a diverse work force toward a more productive unit. Offered concurrently with MAN 5116; graduate students will be assigned additional work. Meets Multicultural Requirement.

MAN 4280  Business Leadership and Change Management
3 sh (may not be repeated for credit)
Prerequisite: Completion of 60 hours of college course work is required prior to taking this course.

A course on Leadership and Change Management to prepare students to respond to the needs of a dynamic global business climate. Prepares students to take responsibility to work collaboratively with others in developing change management strategies in bringing about change and overcoming resistance.
MAN 4330  Compensation and Benefits
3 sh (may not be repeated for credit)
Prerequisite: MAN 3301

Compensation and benefits play an important role in attracting, motivating, and retaining employees. This course examines how to establish and manage effective compensation and benefits systems that support the organization’s strategic direction while also meeting employee needs and complying with legal requirements. Offered concurrently with MAN 5331; graduate students will be assigned additional work.

MAN 4341  Performance Management
3 sh (may not be repeated for credit)
Prerequisite: MAN 3301

Employees are commonly recognized as an organization’s most valuable resource. Thus, ensuring that employees achieve and maintain their highest performance is one of the most critical managerial responsibilities. This course examines best practices, current trends, legal issues, and research in change management, organizational development, performance management, and training so that students may learn how to effectively manage human capital for optimal performance. Offered concurrently with MAN 5347; graduate students will be assigned additional work.

MAN 4350  Recruitment and Selection
3 sh (may not be repeated for credit)
Prerequisite: MAN 3301

Employees are commonly recognized as an organization’s most valuable resource. Thus, effectively staffing an organization is one of the most critical managerial responsibilities. This course examines best practices, current trends, legal issues, and research on effective recruitment and selection of human capital so that students may learn how to establish and effectively manage staffing systems. Offered concurrently with MAN 5351; graduate students will be assigned additional work. Offered concurrently with MAN 5351; graduate students will be assigned additional work.

MAN 4441  Business Negotiation
3 sh (may not be repeated for credit)
Prerequisite: Completion of 60 hours of college course work is required prior to taking this course.

A practical understanding of negotiation theories and concepts from a business perspective is offered. Students differentiate and practice distributive and integrative negotiation strategies via business related role plays and cases. As future managers, students: 1) practice negotiation where their responsibility exceeds their authority; 2) build coalitions among different stakeholders; and 3) analyze business conflict situations and select strategies to resolve differences. Offered concurrently with MAN 5446; graduate students will be assigned additional work.

MAN 4570  Purchasing and Supply Management
3 sh (may not be repeated for credit)
Prerequisite: MAR 3202

Students will learn the fundamental concepts of purchasing, negotiation and supply management. Emphasis is placed on strategic sourcing, negotiation, cost management, balanced scorecards, ethics, electronic purchasing, forming supplier partnerships and managing supplier quality. The class will provide strategic understanding for the organizational buyer and challenge students with practical examples of purchasing situations relevant within the supply chain. Offered concurrently with MAN 5573; graduate students will be assigned additional work.

MAN 4597  Global Logistics Management
3 sh (may not be repeated for credit)
Prerequisite: MAR 3202

This course explores logistics and supply chain operations from a global perspective. Course material and experiences will focus on import and export processes, port and logistics facility operations, raw material and finished goods movement across borders, and equipment and technology for global logistics. Offered concurrently with MAN 5619; graduate students will be assigned additional work.

MAN 4720  Strategic Management
3 sh (may not be repeated for credit)
Prerequisite: FIN 3403 AND GEB 3213 AND MAN 3025 AND MAN 3504 AND MAR 3023

The capstone course for BSBA in the College of Business offers a culminating experience for students from all majors which involves aggregate planning and development of overall policy for organizations. Emphasizes the system interrelationship of the functional areas of enterprise from the viewpoint of top executives. Senior status and permission is required. Must be taken at UWF.

MAN 4750  The Future: Projecting, Planning and Managing
3 sh (may not be repeated for credit)
Prerequisite: GEB 3213

Roles that individuals and organizations have in managing the future. Senior status is required; business majors only. Must be taken at UWF.

MAN 4801  Business Plan Development for New Ventures
3 sh (may not be repeated for credit)

Students working in teams will brainstorm potential business options and develop a business plan to serve as a strategic roadmap for the proposed venture as well as the basis for seeking financial support from lenders and / or investors. Business plans will be presented to a jury of practitioners who will evaluate its practical merits and the presentation. Group projects will be utilized and oral and written reports will be required. Senior standing is required for degree seeking students.

MAN 4905  Directed Study
1-12 sh (may be repeated indefinitely for credit)
MAN 4940  Internship in Management  
1-6 sh (may not be repeated for credit)  
Prerequisite: Completion of 90 hours of college course work is required prior to taking this course.

On an "as available" basis, management majors may request an internship in management by submitting written proposals to faculty advisors. Proposals must be approved by advisor, chairperson and sponsor. Students must have a 2.5 GPA overall and a 3.0 GPA in management to be eligible for internships. All internships include seminar on internship experience, including written reports. Graded satisfactory / unsatisfactory basis only. Senior status required.  
Permission is required.

MAN 5116  Management of Diversity  
3 sh (may not be repeated for credit)  
Roles, behaviors, career paths, motivational strategies, obstacles, and collegial reaction to managing diversity within the labor force are an integral aspect of the course. Personal assessment of communication styles and diversity in management styles are provided. Discussions focus on diversity awareness and strategies to enhance productivity through team effort. Emphasis on proactive steps to integrate a diverse work force toward a more productive unit. Offered concurrently with MAN 4102; graduate students will be assigned additional work. All majors encouraged. Graduate student status is required. Credit may not be earned in both MAN 5105 and MAN 5116.

MAN 5331  Compensation and Benefits  
3 sh (may not be repeated for credit)  
Compensation and benefits play an important role in attracting, motivating, and retaining employees. This course examines how to establish and manage effective compensation and benefits systems that support the organization's strategic direction while also meeting employee needs and complying with legal requirements. Offered concurrently with MAN 4330; graduate students will be assigned additional work. Graduate student status is required.

MAN 5347  Performance Management  
3 sh (may not be repeated for credit)  
Employees are commonly recognized as an organization's most valuable resource. Thus, ensuring that employees achieve and maintain their highest performance is one of the most critical managerial responsibilities. This course examines best practices, current trends, legal issues, and research in change management, organizational development, performance management, and training so that students may learn how to effectively manage human capital for optimal performance. Offered concurrently with MAN 4341; graduate students will be assigned additional work. Graduate student status is required.

MAN 5351  Recruitment and Selection  
3 sh (may not be repeated for credit)  
Employees are commonly recognized as an organization's most valuable resource. Thus, effectively staffing an organization is one of the most critical managerial responsibilities. This course examines best practices, current trends, legal issues, and research on effective recruitment and selection of human capital so that students may learn how to establish and effectively manage staffing systems. Offered concurrently with MAN 4350; graduate students will be assigned additional work. Graduate student status is required.

MAN 4441  Business Negotiation  
3 sh (may not be repeated for credit)  
A practical understanding of negotiation theories and concepts from a business perspective is offered. Students differentiate and practice distributive and integrative negotiation strategies via business related role plays and cases. As future managers, students: 1) practice negotiation where their responsibility exceeds their authority; 2) build coalitions among different stakeholders; and 3) analyze business conflict situations and select strategies to resolve differences. Offered concurrently with MAN 4441; graduate students will be assigned additional work. Graduate student status is required.

MAN 5573  Purchasing and Supply Management  
3 sh (may not be repeated for credit)  
Students will learn the fundamental concepts of purchasing, negotiation and supply management. Emphasis is placed on strategic sourcing, negotiation, cost management, balanced scorecards, ethics, electronic purchasing, forming supplier partnerships and managing supplier quality. The class will provide strategic understanding for the organizational buyer and challenge students with practical examples of purchasing situations relevant within the supply chain. Must have the equivalent of MAR 3202 Supply Chain Logistics Management, TRA 3153 Transportation Strategy, or MAN 3504 Operations Management. Offered concurrently with MAN 4570; graduate students will be assigned additional work.

MAN 5619  Global Logistics Management  
3 sh (may not be repeated for credit)  
This course explores logistics and supply chain operations from a global perspective. Course material and experiences will focus on import and export processes, port and logistics facility operations, raw material and finished goods movement across borders, and equipment and technology for global logistics. Must have the equivalent of MAR 3202 Supply Chain Logistics Management, TRA 3153 Transportation Strategy, or MAN 3504 Operations Management. Offered concurrently with MAN 4570; graduate students will be assigned additional work.

MAN 5806C  Small Business Management Consulting  
3 sh (may not be repeated for credit)  
Pacticum in providing management assistance to small businesses in area. Usually students work in pairs and provide assistance to two business firms. Weekly meetings, teaching in consulting and final written report on each firm constitute principal elements. Senior or graduate status, 3.0 GPA and permission are required.

MAN 5905  Directed Study  
1-12 sh (may be repeated indefinitely for credit)  

MAN 6156  Management and Organizational Behavior  
3 sh (may not be repeated for credit)  
Appreciation and understanding of the field of organizational behavior and its application in managing human and other resources. Emphasizes understanding individual behavior (motivation, self-awareness, leadership, etc.) and group dynamics (decision-making, group development and work) plus conflict, climate, learning styles, power, stress, process/content, human rights and quality. Utilizes experiential learning methodologies and other appropriate designs. May not be taken for credit by students having credit for INP 6397. Permission is required.
MAN 6317   Strategic Issues in Human Resources Management
3 sh (may not be repeated for credit)
Integrates current research, best practices, human resource policy and
strategy in order to maximize organizational effectiveness using human
capital. Emphasis is placed on applying strategic human resource
management principles in order to leverage the workforce to achieve
organizational objectives. Case analyses using real business problems
are analyzed by integrating the functional areas of human resource
management with business strategies, helping students to understand
the linkage between theory and practice.

MAN 6511   Operations Management Problems
3 sh (may not be repeated for credit)
Planning and control of domestic and multinational service and
manufacturing operations utilizing information inside and outside the
organization. Techniques to plan and improve location, layout, flow
through the facility, design of work, and management of the human
factor; all with an emphasis on management and maintenance of
quality. Contains a portfolio project.

MAN 6721   Strategic Management and Policy Formulation
3 sh (may not be repeated for credit)
Utilizes case analysis, a strategic simulation and other related
experiential exercises. Integrates and applies the various business
management functions from the strategic viewpoint of the
organizational chief executive officer. Designed for M.B.A. candidates
and should be taken the last semester before graduation. Permission
is required.

MAN 6905   Directed Study
1-12 sh (may be repeated indefinitely for credit)