

ENTR 189T. Topics in Entrepreneurship (1-3; max total 9 if no topic repeated)

Studies in entrepreneurship, business plan writing, and problems in small business management.

ENTR 190. Independent Study (1-3; max total 6 if no topic repeated)

See *Academic Placement—Independent Study*. Approved for *RP* grading.

ENTR 195. Internship (3; max total 6)

Prerequisites: permission of internship coordinator. Requires 150 hours of work at a pre-qualified, academically related work station (business, government, or nonprofit agency). Reflective journal, final report, and work station evaluation. Prior department approval is required for course substitutions. Only one internship may count toward option requirements. *CR/NC* grading only.

Human Resource Management (HRM)

HRM 150. Administration of Personnel (3)

Prerequisites: MGT 104 and 106 or 110, and BA 105W or ENGL 160W (may be taken concurrently). Composition of labor force; acquisition and utilization of human resources; recruitment; selection; performance appraisal; motivation; compensation; communications; social issues and government influence. Individual and group projects; written and oral reports.

HRM 152. Labor Relations and Collective Bargaining (3)

Prerequisites: HRM 150 and BA 105W or ENGL 160W. Relations between employers and organized employee groups; organization, election, and certification procedures; techniques of collective bargaining; labor agreements; grievance handling; settlement of industrial disputes. Class discussion, student presentations.

HRM 153. The Staffing of Organizations (3)

Prerequisites: HRM 150 and BA 105W or ENGL 160W. In-depth study of major staffing issues such as recruitment and selection of employees. Emphasis on practical application of issues for future managers and HRM professionals. Group projects, class discussion, guest lecturers, and experimental exercises. F

HRM 154. Compensation Administration (3)

Prerequisite: HRM 150 and BA 105W or ENGL 160W. Analysis of compensation programs for organizations. Special attention given to job evaluation programs, motivation-to-work theory, micro and macro forces influencing compensation decisions. Case analysis; individual and group reports. S

HRM 157. Legal Aspects of Human Resource Management (3)

Prerequisites: HRM 150 and BA 105W or ENGL 160W. Survey of law related to employment, including discrimination, wrongful discharge, safety and health requirements, and other government regulations. Attention given to prevention and resolution of legal complaints and to emerging public policy issues. Oral presentations, discussions.

HRM 159. Seminar in Human Resource Management (3)

Prerequisites: last-semester senior status; HRM 150, BA 105W or ENGL 160W, and completion of at least three of the following classes: HRM 152, 153, 154, 157. Integration of human resource management knowledge. Case analysis and discussion. Students will be required to take the PHR certification exam and to independently pay a mandatory test fee.

HRM 189T. Topics in Human Resource Management (1-3; max total 9 if no topic repeated)

Prerequisite: senior standing. Studies in personnel and labor relations, recruitment, selection, retention, compensation, employment law, and business ethics.

HRM 190. Independent Study (1-3; max total 6)

See *Academic Placement—Independent Study*. Approved for *RP* grading.

HRM 195. Internship (3; max total 6)

Prerequisite: permission of internship coordinator. Requires 150 hours of work at a pre-qualified, academically-related work station (business, government or nonprofit agency). Reflective journal, final report, and work station evaluation. As a course substitution, prior department approval is required. Only one internship may count toward option requirements. *CR/NC* grading only.

HRM 200 Series Courses

Graduate courses are listed under *Business—Graduate Program*.

Management (MGT)

MGT 60. Women in Business (3)

Explores opportunities and challenges facing women at work. Examines myths and realities of women's work experience from various perspectives including leadership, power, work-family issues, diversity, communication, workplace sexuality, and management styles. Lecture, discussion, guest speakers.

MGT 104. Administrative Principles of Management (3)

Prerequisite: BA 105W or ENGL 160W (may be taken concurrently). Not open to students with credit in MGT 110. Business majors need department consent to take this course. Focus on planning techniques, organization theory, and ethical control processes in domestic and international business. Case analysis, management simulations, and written projects.

MGT 106. Behavioral Principles of Management (3)

Prerequisite: BA 105W or ENGL 160W (may be taken concurrently). Not open to students with credit in MGT 110. Business majors need department consent to take this course. Focus upon the human dimensions and interpersonal skills of management, including motivation, job design, leadership, conflict, communication networks, and organizational change. Case analysis, written projects, small group exercises, and development of communication and interpersonal skills.

MGT 110. Administration and Organizational Behavior (6)

Prerequisite: BA 105W or ENGL 160W (may be taken concurrently). Not open to students with credit in MGT 104 or MGT 106. Development of management skills with emphasis on organization, communication networks, leadership, reward systems, conflict management, change, ethics, and stress. Case analysis, written projects, small group exercises.

MGT 124. Production/Operations Management (4)

Prerequisites: DS 123 (may be taken concurrently); BA 105W or ENGL 160W; MGT 104 or 110. Production/operations systems and problems in manufacturing and service organizations, including product development and process selection; facility location and design; operations planning and control; materials handling; inventory and quality control; project management. Lecture discussion; computer simulation.

MGT 126. Total Quality Management (3)

Prerequisites: MGT 104 and 106 or 110, or permission of instructor. Examination and analysis of the process and content issues involved in implementing TQM; general systems theory; managing change; quality improvement teams; problem solving processes. Lecture, discussion, case analysis, guest speakers, field trips.