

MANAGEMENT AND ORGANIZATIONAL BEHAVIOR - GRADUATE (MGMT)

MGMT 5500 Accounting for Managers. (Formerly 500) Surveys a broad range of financial techniques applied to business and organizational problems. Emphasizes understanding rather than mathematical rigor. Stresses interpretation and analysis of problems. Credit will not be given if MSA 6500 is also taken. 4 quarter credit hour/s.

Campus: LISLE

MGMT 5561 Marketing Concepts and Planning. (Formerly 561) Discusses and analyzes the major components of a well integrated marketing plan. Emphasizes products and services in both the for-profit and not-for-profit sectors. Students will be expected to write a marketing plan for a specific product or service. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6521 Career & Human Resource Planning. (Formerly 521) Covers current theory and research in career and manpower planning, including techniques of career planning and individual organization, problems such as women in the career cycle, affirmative action and career planning, career choice and change, age-30 crisis, mid-career crisis, dual career couples, and retirement. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6522 Ethics and Social Responsibility in Management. (Formerly 522) Examines important ethical theories and considers the need for social responsibility in business and other organizations. Studies the ethical dilemmas faced by managers in such areas as marketing, product safety, the environment, job discrimination, and dealing with people in an organization. Credit will not be given if MBA 6520 is also taken. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6530 Organizational Behavior. (Formerly 530) A course focusing on the effects of organizational variables on individual and group behavior. This course addresses the theory and practice of organization behavior as it relates to the individual, effective team building, and conflict management. The course also takes a look at the broader aspect of organizational culture and its impact on today's manager. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6532 Organization Development. (Formerly 532) Considers the theory and practice of organizational change and organization development (O.D.). Discusses analysis, planning, implementation and evaluation of change programs. Covers the learning process, O.D. interventions, consultant skills, employee participation, monitoring success, reinforcement and ethical issues. Prerequisite: MGMT 6530. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6540 Business Intelligence, Analytics and Management. (Formerly 540) This course explores how data and information systems can be utilized to drive effective operations, improved decision-making and create strategic advantages in organizations. Students will review the information lifecycle components of data collection, analysis, and interpretation as well as the development of measurement systems that align with strategic goals. It includes an introduction to common analysis techniques as well as technology tools that can be utilized for both analysis and presentation. Focus will be placed on collecting and transforming quality data in order to draw appropriate conclusions. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6546 Statistics for Organizational Analysis. (Formerly 546/546a) This class introduces students to basic statistics and their application within organizational research. The students will learn the core concepts with descriptive and inferential statistics – measures of central tendency, measures of dispersion, correlations, t-tests, ANOVA and select multivariate techniques (regression). These techniques will be explored with a computer statistical package, SPSS. Also covered are basic techniques of data tabulation. 4 quarter credit hours. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6552 Leadership. (Formerly 552) Reviews alternative models of leadership and their effects on employee and organizational performance. Focuses on leadership skills and strategies for effective performance. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6553 Organization Design. (Formerly 553) Focuses on the design of organizations to perform optimally for various environments and purposes. Reviews ways to move organizations toward a desired structure. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6555 Power Strategies. (Formerly 555) Surveys contemporary perspectives and measures of power, influence, and control as they relate to motivation, interpersonal relations and organizational climate. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6557 Organizational Culture. (Formerly 557) Covers the understanding and analysis of corporate culture and its relationship to behavior and organizational performance. Examines management techniques to use culture more effectively. Explores the concept of culture as it applies to international values and norms in management. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6558 Service Management. (Formerly 558) Focuses on the management and delivery of effective service. Covers service strategy, development of service systems, human resource strategy, and implementation of the service management concept. Prerequisite: MCP Degree seeking student. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6559 Entrepreneurship. (Formerly 559) Deals with new venture management, examining entrepreneurial personalities, managing creativity and establishing a successful enterprise. The major project is a new business plan. Prerequisite MGMT 6500/MSA 6500. Cross-listed as MBA 6659/MGMT 6559. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6570 Human Resource Management Overview. (Formerly 570) Introduces students to strategic human resource management. Covers the relationship of business and human resource planning, and the changing character of the workforce. Provides systemic overview of recruiting, training, compensation, affirmative action, and employee relations. For those students presently in Human Resource Management positions, contact your program advisor; MGMT 6633 (4 credits) may be a better option. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6571 Labor Relations. (Formerly 571) Covers the basic concepts relevant to laws governing labor relations. Focuses on contracts, including recognition of the union, negotiation and administration, patterns of contracts currently in existence and their negotiation process, and issues that arise during contract administration. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6572 Compensation and Benefits. (Formerly 572) Examines the importance of benefits and compensation to the U.S. employer. Focuses on the elements of total compensation, including welfare and qualified retirement benefits, salary administration, performance management, executive compensation and incentive pay plans. 2 semester credit hour/s.

Campus: LISLE

MGMT 6573 Performance Management Systems. (Formerly 573) Examines motivation and performance theory relevant to performance appraisal. Students will examine issues relating to existing practices, policies and forms of performance appraisal, conduct performance review interviews, and develop an appraisal system. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6578 Recruitment and Selection. (Formerly 578) Examines the steps in the recruitment and selection process from the perspectives of the human resource manager, line manager and job applicant. Focuses on skill building and understanding of issues, including cost/benefit analysis and integration of the process with strategic human resource planning and career management. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6579 Training and Development Overview. (Formerly 579) Covers the steps in the training/management development process from needs assessment to training design to training evaluation. Examines the role of training in strategic human resource planning and organizational career management. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6580 Group Dynamics. (Formerly 580) Deals with dynamics of group and interpersonal relationships. Uses unstructured group experience to help students become more aware of how their actions affect and are affected by others, more capable of giving and receiving personal feedback, and more cognizant of the dynamic process by which groups are created, maintained and transformed. Studies major concepts in group and interpersonal relations, including communication patterns influence in power dynamics, conflict management, interpersonal perception, trust formation, leadership and task group dynamics. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6581 Team Building. (Formerly 581) Develops a working knowledge of team building, its theoretical basis, and its strengths and weaknesses as an organization development intervention. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6582 Conflict Management. (Formerly 582) Explores interpersonal and intragroup conflict and conflict management. Examines underlying causes, participant strategies and outcomes, and effective management strategies. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6583 Organizational Assessment. (Formerly 583) Explores a variety of theories, models, tools and best practices for assessing organizational performance. Consideration is given to assessment as a diagnostic organization development intervention. Practical applications provide students with frameworks for analyzing and applying the course material. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6584 Strategies for Change. (Formerly 584) Reviews the development and implementation of successful change. Focuses on the development of diagnostic skills and the selection of appropriate change methods. Includes exploration of the role of the change agent, employee involvement and political issues. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6585 High Performance Work Systems/Large Group Interventions. (Formerly 585) Covers the development of appropriate levels of employee participation, increasing the psychological rewards of the employee and the quality and productivity of the organization. Emphasizes the design of high-performance work systems utilizing large group interventions. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6586 International Organization Development. (Formerly 586) Examines and analyzes OD values and their relationship with national and cultural values in countries around the world. Consists of an overview and case studies involving application and adaptation of management and OD practices to local situations differing by organizational and national culture. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6591 Contemporary Trends in Change Management. (Formerly 591) A one-day workshop with nationally known professionals and practitioners in the field of organization development. 1 quarter credit hour/s. Course Repeatable. Maximum number of units allowed: 12.

Campus: LISLE

MGMT 6592 Managing Diversity. (Formerly 592) Focuses on the cultural shift required in organizations to move from Equal Employment Opportunities, Affirmative Action and understanding diversity to truly managing diversity in the workplace. Examines the issues from personal, interpersonal and organizational perspectives. Case material and exercises provide experience in acting as a change agent in an organization. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6593 Process Consultation. (Formerly 593) Covers the concepts, methods and philosophy of process consultation and its role in organization development. Emphasizes the application of this key activity in consulting to organizations, groups and individuals. Presented in a context useful to consultants and managers alike. 2 quarter credit hour/s.

Campus: LISLE

MGMT 6600 Independent Study. (Formerly 600) Provides students with a variable option for exploring a topic in depth under faculty supervision. Generally, faculty request a two to three page proposal which outlines the project objectives, expected learning outcomes and assessment criteria. 2-4 quarter credit hours. 2-4 quarter credit hour/s. Course Repeatable. Maximum number of units allowed: 99.

Campus: LISLE

MGMT 6612 Methods of Organizational Research. (Formerly 612) Covers alternative methods of research design for organizational studies. Emphasizes academic and practitioner research issues and skill-building in the logic and practice of organizational research. Includes ethics, qualitative and quantitative research design, data collection, analysis and report writing. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6633 Legal Issues in the Workplace. (Formerly 633) This course provides an overview of laws and regulations that must be considered in human resource decision making. Topics include the Fair Labor Standards Act, Equal Employment Opportunity and Affirmative Action, sexual harassment, family leave, the Americans with Disabilities Act, Illinois Freedom of Information Act, Equal Pay Act and various aspects of employer/employee relations. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6634 Strategy, Structure, and Decision Making. (Formerly 634) The focus is on the role of management in the development of organization strategy and the development of appropriate organization structures. Case analysis is used to aid in understanding and applying behavioral concepts to the resolution of managerial and organizational problems. Prerequisite: MGMT 6530. Cross-listed as MBA 6634/ MGMT 6634. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6671 Strategic Management. (Formerly 671) This course requires management students to use the disciplines and techniques learned during their degree programs. Strategy formulation and implementation concepts are discussed using cases and readings. This course is to be taken as the last core class or with permission from the program director. 4 quarter credit hour/s.

Campus: LISLE

MGMT 6690 Management Internship. (Formerly 690) Consists of experience in a field setting in collaboration with a trained professional. 4-8 quarter credit hours. 4-8 quarter credit hour/s. Course Repeatable. Maximum number of units allowed: 16.

Campus: LISLE

MGMT 6691 Advanced Topics in Organization Development. (Formerly 691) Designed to provide Organization Development students and practitioners with access to leading edge interventions, research and professionals. This workshop will introduce theory and practice of innovative work in Organization Development. 1-2 quarter credit hour/s. Course Repeatable. Maximum number of units allowed: 12.

Campus: LISLE