

# MANAGEMENT & ORGANIZATIONAL BEHAVIOR UNDERGRADUATE (MGT)

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**MGT 1120 "Going Green" in the Business World.** This course provides students of all majors, concentrations and levels of study a variety of business frameworks and tools to influence business leaders' decisions about environmental sustainability. As a result of this course the student will better understand how they can make a positive difference on the job influencing their employers to adopt green business practices. 1 semester credit hour/s.

**Designation:** Sustainability; Global

**Campus:** LISLE (Typically Offered: Periodically)

**MGT 1125 Business Sustainability Topics.** This course traces present-day expectations on corporations for taking on environmental and social responsibilities. Students will study specific topics that are important components of sustainability initiatives. Topics include consumerism and resource depletion, substitution of renewable for non-renewable resources, building design and construction, carbon reduction, waste reduction and recycling, climate change and sustainability measurement and reporting. 3 semester credit hour/s.

**Designation:** Sustainability; Global

**Campus:** LISLE (Typically Offered: Periodically)

MESA (Typically Offered: Periodically)

**MGT 2217 Group Dynamics and Learning Strategies.** (Formerly 217) This course provides an overview of organizational structure, group dynamics, and learning strategies. Prerequisite: Admission to the Adult Bachelor of Arts Learning Team or Online Program. 3 semester credit hour/s.

**Campus:** LISLE

MESA

**MGT 2235 Business Law.** (Formerly 235) Introduction to the role of the legal system in our society with an emphasis on the law of contracts, sales, and agency. 3 semester credit hour/s.

**Campus:** LISLE (Typically Offered: Fall and Spring Terms)

MESA

**MGT 2237 Business Communications.** (Formerly 237) Theory and practice of communication within and between business organizations of all types. Focus on the training for and development of entry-level skills in communication and its related technology. 3 semester credit hour/s.

**Designation:** Writing Intensive

**Campus:** LISLE

MESA

**MGT 2262 Employee Recruitment Strategies.** (Formerly 262) This course will focus on developing, implementing and evaluating sourcing, recruitment, hiring, orientation, succession planning, retention, and organizational exit programs necessary to ensure the workforce's ability to achieve the organization's goals and objectives. 3 semester credit hour/s.

**Campus:** LISLE

MESA

**MGT 2264 Employee Performance and Appraisal Management.** (Formerly 264) This course will focus on developing, implementing and evaluating activities and programs that address employee training and development, performance appraisal, talent and performance management, and the unique needs of employees to ensure that the knowledge, skills, abilities, and performance of the workforce meet current and future organizational and individual needs. 3 semester credit hour/s.

**Campus:** LISLE

MESA (Typically Offered: Periodically)

**MGT 2266 Essentials of Compensation and Benefits.** (Formerly 266) This course will focus on developing, selecting, implementing, administering, and evaluating compensation and benefits programs for all employee groups that support the organization's strategic goals, objectives, and values. 3 semester credit hour/s.

**Campus:** LISLE

MESA (Typically Offered: Periodically)

**MGT 2270 Employment Law and Risk Management.** (Formerly 270)

This course will focus on developing, implementing, administering, and evaluating programs, plans, and policies which provide a safe and secure working environment and to protect the organization from liability. Additional focus will be placed on the workplace relationship between employer and employee in order to maintain relationships and working conditions that balance employer and employee needs and rights in support of the organization's strategic goals, objectives, and values. 3 semester credit hour/s.

**Campus:** LISLE

MESA

**MGT 2291 Topics.** (Formerly 291) Specially designed courses on various business topics to supplement the management curriculum. Varies based upon the specific topic being explored. 3 semester credit hour/s. Course Repeatable. Maximum number of units allowed: 9. Department Consent Required.

**Campus:** LISLE

MESA

**MGT 2297 Internship.** (Formerly 297) Practical experiences in business related fields under the supervision of the program coordinator. 2-6 semester credit hour/s. Course Repeatable. Maximum number of units allowed: 12. Department Consent Required.

**Designation:** Engaged Learning

**Campus:** LISLE

MESA (Typically Offered: Periodically)

**MGT 3300 Management.** (Formerly 300) Fundamental principles and practices of the corporate enterprise are utilized to consider planning, organizing, implementing and controlling in management. Prerequisite: Sophomore standing. 3 semester credit hour/s.

**Designation:** Writing Intensive

**Campus:** LISLE (Typically Offered: Fall and Spring Terms)

MESA

**MGT 3303 Management Labor Relations.** The course focuses on the evolution of employer-employee relations in union and non-union organizations. The emphasis is on union, governmental and workplace policies and practices, history, functions, forecasted changes relating to labor and management in both public and private sector. 3 semester credit hour/s.

**Campus:** LISLE (Typically Offered: Periodically)

MESA

**MGT 3305 Introduction to Sports Culture in America.** Introduces students to the business side of sports in America and provides an overview for the opportunities in the sports and leisure industry. The course emphasizes critical thinking skills and covers ethics, social concerns and the economic impact of sports and leisure upon America. 3 semester credit hour/s.

**Campus:** LISLE (Typically Offered: Periodically)  
MESA (Typically Offered: Periodically)

**MGT 3323 Group Processes.** (Formerly 323) Provides the basic theory necessary to understand the components of the group process. The course gives the opportunity to participate in functioning groups for decision making and to practice newly developed skills in class groups. 3 semester credit hour/s.

**Campus:** LISLE  
MESA

**MGT 3347 Project Management.** (Formerly 347) The art and science of project management as applied to a variety of business and technology settings. Discusses how to initiate, plan, execute and control, and close projects, within budget and on schedule. Includes management of project scope, time, cost, quality, human resources, communications, and risks. A project planning software tool is utilized, usually MS Project. Prerequisite: Junior or Senior Standing. 3 semester credit hour/s.

**Campus:** LISLE (Typically Offered: Spring Term)  
MESA

**MGT 3395 Independent Study.** Provides an opportunity for an advanced student in the major to pursue study in a field of business related interest. 1-3 semester credit hour/s. Course Repeatable. Maximum number of units allowed: 12. Department Consent Required.

**Campus:** MESA (Typically Offered: Periodically)

**MGT 4320 Organizational Behavior.** Overview of organizational structures and group dynamics. Examines job satisfaction, motivation, performance evaluation, decision-making and goal setting. Pre-Req: MGT 3300 "C" or better 3 semester credit hour/s.

**Campus:** LISLE (Typically Offered: Fall and Spring Terms)  
MESA

**MGT 4330 Human Resource Management.** (Formerly 330) This course provides an in-depth understanding of the principles and practices of effective human resource management. Students will gain an appreciation as to how human resource management activities are influenced by the economy, laws, unions, organizational strategies and human behavior. Topics covered include human resource planning, recruitment and selection, training and development, career planning, job analysis and evaluation, performance appraisal, employee compensation and benefits, labor-management relations, discipline and grievance handling, and equal employment opportunity. Prerequisite: Earned a grade of C or better in MGT 3300. 3 semester credit hour/s.

**Campus:** LISLE (Typically Offered: Fall and Spring Terms)  
MESA

**MGT 4331 Compensation and Performance Management.** This course examines theory and practice in designing and managing appraisal, rewards, compensation, and benefit systems in organizations, and examines the policies and practices used to promote equitable treatment of employees. Topics covered include theory and practice of attribution and motivation for talent engagement and retention; how to use rewards, compensation and benefit systems as vehicles for attracting, motivating, and retaining employees; designing individual and group incentive plans; structuring employee benefit plans; determining wage levels and structures; and legal issues and considerations in compensation and benefit administration. Prerequisite: MGT 4330. 3 semester credit hour/s.

**Campus:** LISLE  
MESA

**MGT 4332 Workforce Planning.** This course covers theory and application methods used in workforce planning and the recruitment and selection of employees. Course topics include job analysis, job design, interviewing and assessment methods, selection measures, legal compliance in recruitment and selection, workforce diversity, employment discrimination, affirmative action, internal and external selection processes including the use of contingent workers and outsourcing, staffing philosophies for socialization, international operations, and mergers and acquisitions. Prerequisite: MGT 4330. 3 semester credit hour/s.

**Campus:** LISLE  
MESA

**MGT 4335 Talent Development.** This course explores the theory and practice used for leading, training, and developing talent in organizations. Course topics include training development and evaluation, employee development, career management and career pathing within organizations to satisfy individual and organizational goals. Prerequisite: MGT 4330. 3 semester credit hour/s.

**Campus:** LISLE  
MESA

**MGT 4380 Strategic Management.** Management capstone course enabling business students to use the disciplines and techniques learned throughout their program of study. Case studies stress the importance of basing management decisions on a strategic view of organizations. Prerequisite: Earned a grade of "C" or better in ACCT 1112, BALT 3301 or BALT 2251, FINA 2300, MGT 3300, MKTG 2300. 3 semester credit hour/s.

**Designation:** Writing Intensive; Engaged Learning  
**Campus:** LISLE (Typically Offered: Fall and Spring Terms)  
MESA

**MGT 4387 Management Capstone.** (Formerly 387) This is the management capstone course enabling students to integrate and use the disciplines and techniques learned throughout the program of study. Case studies are utilized to stress the importance of basing management decisions on a strategic view of organizations. The focus is on the role of management in the development of organizational strategy, on the practice of the decision-making process and in the development of an appropriate organizational structure. Prerequisite: INTB 3302, MGT 4330, MGT 3347 and admission to the B.A. in Management Program. 3 semester credit hour/s.

**Designation:** Writing Intensive; Engaged Learning  
**Campus:** LISLE

**MGT 4391 Topics.** (Formerly 391) Specially designed courses in various business topics to supplement the business curriculum. Prerequisite: Varies based upon the specific topic being explored. 1-3 semester credit hour/s. Course Repeatable. Maximum number of units allowed: 12.

**Campus:** LISLE  
MESA

**MGT 4395 Independent Study in Management & Org Behavior.** This course allows an opportunity for a student to concentrate on a specific topic related to an existing course or to explore a timely topic not covered in an existing course. A proposal is required, outlining the nature of the problem and scope of the investigation. A research paper or project is required, as appropriate to the problem under investigation. 1-3 semester credit hour/s. Course Repeatable. Maximum number of units allowed: 12. Department Consent Required.

**Campus:** LISLE (Typically Offered: Fall and Spring Terms)

**MGT 4396 Special Topics in Management & Organizational Behavior.** Timely management topics are presented in the form of 1, 2, or 3-semester credit hour courses. Keeping pace with advances in management requires constant learning. These courses provide an opportunity to examine and assess issues in management. There are no designated prerequisites, but students are encouraged to have completed several management courses. Topics are announced in advance. 1-3 semester credit hour/s. Course Repeatable. Maximum number of units allowed: 12. Department Consent Required.

**Campus:** LISLE (Typically Offered: Fall and Spring Terms)

**MGT 4397 Internship.** (Formerly 397) Practical experiences in business related fields under the supervision of the program coordinator. 2-6 semester credit hour/s. Course Repeatable. Maximum number of units allowed: 12. Department Consent Required.

**Designation:** Engaged Learning

**Campus:** LISLE

MESA (Typically Offered: Periodically)

**MGT 4433 Operations Management.** (Formerly 4333) A study of theory, principles and computational procedures as applied to such areas as strategic planning, forecasting, capacity planning, productivity and quality control. Prerequisite: MGT 3300. 3 semester credit hour/s.

**Campus:** LISLE (Typically Offered: Fall and Spring Terms)

MESA