

# Management (MGT) - Courses

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## Courses

MGT 250 Cr.1-3

### Management Internship

This management internship provides an opportunity for declared management majors to earn academic credit for experiential learning when working for cooperating business, government, or civic organizations. Repeatable for credit - maximum six. Prerequisite: cumulative GPA of at least 2.50; declared management major. Consent of department. Pass/Fail grading. Offered Fall, Winter, Spring, Summer.

MGT/MKT 301 Cr.3

### Business Communication

This course explores different genres of written and oral communication employed in the business environment. Emphasis is placed on utilizing communication strategies that are tailored to both the audience and the organizational context in which the communication takes place. The ethical implications of communication within a business environment are also considered. This course develops a process approach to writing, which moves from planning through revision and final editing in producing business-related documents. Students are also introduced to communication techniques that enhance productivity within groups as well as develop the ability to write as a team and create presentations that flow seamlessly. Prerequisite: ACC 221; CST 110; ECO 110, ECO 120; ENG 110; sophomore standing; CBA major or healthcare analytics management minor. (Cross-listed with MGT/MKT; may only earn credit in one department.) Offered Fall, Spring.

MGT 303 Cr.3

### Principles of Labor-Management Relations

This survey course covers theoretical, historical, and legal background necessary for understanding current public policy and contemporary issues in labor-management relations (Labor and Employment Relations). Topics include: labor history, union organizing, internal union structure, collective bargaining, strikes, grievances and contract administration, and wage and benefits issues in the context of union contracts. Private-sector variations in bargaining structure, public-sector labor relations, and comparative labor-management relations are also covered. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a public administration major or business administration minor. 54 credits earned. Offered Occasionally.

MGT 308 Cr.3

### Organizational Behavior

This course provides an introduction to organizational behavior. Emphasis is on key individual and group level behavioral processes deemed essential for effective management. They include perception, motivation, communication, and group dynamics. In addition, the course covers some basic concepts of organizational theory such as organizational structure and design, organizational culture, and strategy and goals. Prerequisite: admission to business. Also open to majors with a business concentration, or business minors, with 54+ credits earned. Offered Fall, Spring, Summer.

MGT/MKT 310 Cr.3

### Principles of Sustainable Business

This course lays a business foundation on the relationships between social, environmental, and economic systems and their impact on business. Challenges to existing business theory embraces a sustainability perspective of business that includes an introduction to sustainability frameworks, system thinking, and current trends in and among sustainability issues and business stakeholders. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration minor. 54 credits earned. (Cross-listed with MGT/MKT; may only earn credit in one department.) Offered Fall.

MGT 320 Cr.3

### Introduction to Entrepreneurship

In this course students are introduced to and practice the methods, theories, skills, and tools required for entrepreneurial thinking and of successful entrepreneurs. Students evaluate the business skills and commitment necessary to successfully operate in an entrepreneurial environment and review the challenges and rewards of entrepreneurship. Students learn the role of entrepreneurship in the economy. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration minor. 54 credits earned. Offered Fall, Spring.

MGT/FIN/MKT 323 Cr.3

### Integrated Core Business Consulting and Professional Communication

In this course, students build knowledge and skills needed to integrate and apply material across the functional areas of business to solve complex business problems. Knowledge areas and skill sets that are specifically targeted include decision making and critical thinking, communication, teamwork, and time management. Students develop in these areas while building a foundation in effective business consulting. Students work in teams to complete applied business consulting projects, while also engaging in smaller written assignments and exercises throughout the course. Prerequisite: students must take this course concurrently with integrated core sections of MGT 308, MKT 309, and FIN 355. (Cross-listed with FIN/MGT/MKT; may only earn credit in one department.) Consent of instructor. Offered Fall.

MGT 340 Cr.3

### The Global Responsibility of Business

This course considers the turbulent global environment in which organizations function and examines specific dimensions of this environment including ethical decision-making in management, cross-cultural ethics, domestic and international governance-mechanisms, global approaches to sustainability and responsible business, and the mutual relationship between organizations and stakeholders at home and around the world. Accordingly, this course focuses on understanding and implementing enhanced organizational performance that includes social, environmental, and ethical indicators beyond the traditional financial indicators within the global marketplace. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a chemistry major with business concentration or business administration minor. 54 credits earned. Offered Fall, Spring.

MGT 350 Cr.3

**Healthcare Management**

Through this course students develop the foundational knowledge and skills to manage healthcare organizations. Specifically, this course provides an overview of the healthcare system in the United States as well as an introduction to the management of people and processes within healthcare organizations. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration or healthcare analytics management minor. 54 credits earned. Offered Fall.

MGT 360 Cr.3

**International Management**

Through this course, students are introduced to the opportunities and challenges corporations face when doing business internationally and identify strategies and practices to manage effectively in a global environment. In particular, students are exposed to, and encouraged to critically think about, international management topics such as the global business environment, ethics and corporate social responsibility, culture, international strategy and entry, organizational behavior across cultures, and international human resource management issues. In the end, students develop an understanding of, and appreciation for, culture and its impact on management and strategies for managing in a complex, global environment. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration or international business minor with a non-CBA major. 54 credits earned. Offered Fall, Spring.

MGT 385 Cr.3

**Human Resource Management**

This course serves as an introduction to human resource management (HRM), emphasizing the processes of employment and the related HRM functions. Functional areas in HRM related to HR strategy and workforce planning, recruitment, staffing and hiring, employee training and development, performance management, and employee wellness are covered. Across these functional areas, principles related to legality, diversity and inclusion, and business analytics are emphasized and applied. Students may take this course as a foundational experience toward a career in HR, or as exposure to pertinent HRM knowledge and skills needed by any effective manager. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a sport management major or business administration minor. 54 credits earned. Offered Fall, Spring.

MGT 393 Cr.3

**Production and Operations Management**

This introductory course explains the theories and analytical techniques about how manufacturing and service operations create value through operations management function. High-performing, world-class organizations have demonstrated that they execute not only efficient but also socially responsible operations management practices. This operations management course covers some of these practices: process management, operations strategy, project management, quality management, lean operations, global supply chains, sustainability, forecasting and inventory management. Prerequisite: STAT 145; MTH 160, MTH 175 or MTH 207; admission to business. Offered Fall, Winter, Spring, Summer.

MGT 398 Cr.3

**Quality Management**

This course provides students with a foundational understanding of quality management. The course explores the history of quality management, the philosophies and contributions of quality gurus, and the principles behind quality management. Students learn to use various process improvement methodologies and tools to make data-driven decisions to reduce non-value-added activities and inefficiency across various industries. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration minor and STAT 145 or STAT 245. 54 credits earned. Offered Fall, Spring.

MGT 399 Cr.3

**Project Management: Planning, Scheduling, Executing, and Controlling**

This course emphasizes the use of special tools and techniques in management to accomplish the organizational mission through better control and use of existing resources. Students explore ways to harness cross-functional synergy in an organization to successfully plan, schedule, execute, and control projects. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration minor. 54 credits earned. Offered Occasionally.

MGT 400 Cr.1-3

**Special Topics in Management**

Emphasis will be on examination and study of current management issues. Topics will vary from semester to semester. Same topic may not be repeated if a grade of "C" or better was earned in that topic. Repeatable for credit - maximum nine. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration minor. 54 credits earned. Offered Occasionally.

MGT 402 Cr.3

**Healthcare Analytics Management**

This course is primarily concerned with the study of how data and analytics can impact the overall performance of healthcare organizations. The course answers a fundamental question: How do some healthcare firms leverage data analytics and the accompanying technology to perform better than others? Students will explore multifunctional problems that confront top management and gain exposure to the current use of analytics in consumer driven healthcare, risk management, quality and safety, financial performance and reimbursement, health outcomes analysis, and healthcare value and costs. Prerequisite: grade of "C" or better in STAT 145 or STAT 245; ECO 230; cumulative GPA of 3.0 or above; declared major. Offered Spring.

MGT 412 Cr.3

**Leadership and Team Development**

This course focuses on key differences between management and leadership and the importance of leadership in the context of effective team building. The emphasis is on organizational change and the role that leadership plays in providing direction for this change. Collaborative and non-hierarchical strategies that facilitate team building are discussed as an alternative to top-down behavior. The course provides opportunities to think deeply and systematically about the development of leadership skills and the creativity, initiative, and motivation critical to that development. Prerequisite: MGT 308; management or international business major, business administration minor, or leadership development minor. Offered Occasionally.

**MGT 413 Cr.3****Global Leadership Development**

This course provides an in-depth introduction to global leadership and its development in oneself, others, and global organizations. The course aims to help students better understand their role as leaders in an increasingly inter-connected world. Students gain knowledge and skills to develop their own global leadership competencies and help organizations develop them in their employees. This course also prepares students to perform global work effectively with people from various cultures. In particular, it focuses on development of key global leadership skills and competencies, such as those that facilitate self-awareness, critical inquiry of difference, empathy, and intercultural communication both individually and in groups. Prerequisite: MGT 308; management major, international business major or minor, or business administration minor. Offered Annually.

**MGT 422 Cr.3****Social Entrepreneurship**

This course introduces students to the utilization of business entrepreneurial skills as a means of creatively responding to societal problems. The goal is to apply learning to a client or community-based project. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration minor. 54 credits earned. Offered Occasionally.

**MGT 423 Cr.3****International Business Research and Consulting**

In this course, students apply conceptual and theoretical material from prior business coursework to complete an applied business consulting project in an intercultural setting. Through this course, students have the opportunity to develop a foundation in effective international business consulting by building their knowledge areas and skill sets related to intercultural communication, global leadership competencies, adaptability, teamwork, critical thinking and decision making, and project management. Prerequisite: MGT 308 or MKT 309. Offered Occasionally.

**MGT 425 Cr.3****Doing Business in...**

The goal of this course is to give students the opportunity to explore how business is conducted in the country of interest and to improve their capabilities for doing business in that country. Students learn country-specific knowledge and skills and develop a deeper understanding of the issues, opportunities and challenges for companies doing business in the country of interest. They also increase their awareness of the kinds of differences that organizations, and its employees, might find when operating in other parts of the world. Prerequisite: MGT 308 or MKT 309. Offered Occasionally.

**MGT 430 Cr.3****Cross-Cultural Management**

Comparative management is concerned primarily with studying the similarities and differences among nations in the context of management systems in different countries. The focus of the course is on the interaction between sociopolitical and cultural environments and management systems. This course seeks to encourage future managers in a global environment to think in a global context and be knowledgeable about the cultures, political economies and business practices of other countries. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a French major with a business concentration, international business minor with a non-CBA major, or business administration minor. 54 credits earned. Offered Occasionally.

**MGT 431 Cr.3****Business and Human Rights**

This course examines the evolution of the field of business and human rights (BHR) and provides a foundation for understanding progress made at the international level and the weaknesses and gaps in the international framework around BHR. It also seeks to explore issues that pose challenges to holding companies accountable for their impact on human rights; to understand how companies affect human rights in these situations; and to critique some of the mechanisms, initiatives, and principles that have emerged to address these impacts. Overall, the course aims to provide students with a framework to help them make sense of the complex relationship between business and human rights. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration or international business minor with a non-CBA major. 54 credits earned. Offered Occasionally.

**MGT 449 Cr.3****CBA Capstone: Applied Business Strategy**

The course will operationally apply the principles, concepts, and methods of the College of Business Administration core requirements in the context of strategic decision making within organizations using both actual and simulated case situations. May be taken only in the semester of graduation. Prerequisite: satisfactory completion of all core requirements (ECO 110, ECO 120, ECO 230; ACC 221, ACC 222; BLAW 205; IS 220; FIN 355; MGT 301 or MKT 301, MGT 308, MGT 393; MKT 309); admission to business; senior standing. Offered Fall, Winter, Spring, Summer.

**MGT 450 Cr.1-6****Advanced Management Internship**

An advanced management internship provides an opportunity for students to gain professional job experience by working in an area of management, applying theory and concepts to the management needs of a cooperating business, government, or civic organization, for a minimum of 150 hours. Repeatable for credit - maximum six credits; only three credits apply toward the management major. Prerequisite: MGT 301; MGT 308; grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110 or ENG 112, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; 54 credits earned; three additional credits of completed or concurrent MGT coursework; cumulative GPA of at least 2.50. Consent of department. Pass/Fail grading. Offered Fall, Winter, Spring, Summer.

**MGT 452 Cr.1-6****College of Business Administration International Internship**

The internship program is designed to provide an opportunity for students in the College of Business Administration at the University of Wisconsin-La Crosse to participate in an approved program with a cooperating business, governmental or civic organization for usually the equivalent of 15 weeks of their undergraduate work. Credit for international internships can be received for only internships classified as internationally related internships by Career Services. Students may apply up to three internship credits toward the management major, either MGT 450 or MGT 452. For additional information, see internship description under the College of Business Administration heading. Repeatable for credit - maximum six. Prerequisite: ACC 221, ACC 222; BLAW 205; ECO 110, ECO 120, ECO 230; FIN 355; IS 220; MGT/MKT 301; MGT 308; MKT 309; admission to business; senior standing. Pass/Fail grading. Offered Fall, Winter, Spring, Summer.

MGT/MKT 480 Cr.3

**Business Sustainability Capstone**

The purpose of the capstone course is to integrate the knowledge and concepts students have gained through the sustainable business minor. The course is designed to apply the tools and insights gained in this and other courses to a defined project, creating deliverables that are useful to partner organizations. This is done by developing a substantial project in any of the following formats: a client-based project with a client of your choosing, a business plan, research study, white paper, training manual, survey/interview, case study, strategic/long-range planning document, grant proposal, feasibility study, or sustainability campaign design (for marketing). Prerequisite: MGT/MKT 310; MGT 408 or concurrent enrollment. (Cross-listed with MGT/MKT; may only earn credit in one department.) Offered Spring.

MGT 482 Cr.3

**Compensation and Benefits Administration**

This course focuses on how managers use compensation strategies to attract, retain, and motivate valued employees while controlling labor costs, all in pursuit of the organization's overarching strategy for success. Topics include components of effective compensation systems as well as their theoretical foundations. Creating an effective pay structure, benefits, the legal environment, and international pay systems are also examined. Prerequisite: MGT 308 or MGT 385 or concurrent enrollment. Offered Occasionally.

MGT 483 Cr.3

**Employee Training and Development**

The course examines principles and practices of employee training and development in business organizations. Students learn to analyze training needs and objectives at the organization and job level. They also learn about various instructional methods used in business. Differences between formal and informal training and development programs are considered. Methods of evaluating training and development programs are also discussed. The relationship between training and development and other organizational and human resource management goals is examined. Prerequisite: MGT 308 or MGT 385 or concurrent enrollment. Offered Occasionally.

MGT 484 Cr.3

**International Human Resource Management**

This course examines how human resource management (HRM) changes strategically depending on the internationalization of the company, as well as HRM practices in countries outside the United States. It focuses on the connections between corporate strategies and the effective management of human resources which, at times, may require differing policies across countries. Through this course, students are exposed to, and encouraged to critically think about, international HRM topics such as global strategic HRM, international organizations and their structures, cross-cultural management, global staffing and international assignments, compensation and benefits, the legal and regulatory context, international training and development, among others. In the end, students develop an understanding of, and appreciation for, culture and its impact on human resource management. Prerequisite: MGT 308 or MGT 385 or concurrent enrollment. Offered Occasionally.

MGT 485 Cr.3

**Managerial Negotiation and Collective Bargaining**

This course explores the nature, scope and legal background of collective bargaining in the U.S. Labor-Management sector, covering organization of the parties for bargaining, procedures, strategies, tactics, and issues. Analysis of contents of labor agreements and contextual factors (e.g., bargaining power, time pressure) are also considered. A variety of managerial negotiation scenarios (e.g., buyer-seller relationships) are used to illustrate negotiation concepts and to give students a chance to develop negotiation skills. Prerequisite: MGT 308 or MGT 385 or concurrent enrollment. Offered Occasionally.

MGT 486 Cr.3

**Human Resources: Current Issues and Policies**

This course covers an in-depth investigation of selected current trends and issues of importance in Human Resource Management (HRM) and industrial relations / Labor & Employment Relations (LER). A case-oriented approach is used to study advanced, technical problems and policy issues in these fields. Simulation exercises and case analysis are used in addition to lecture and student presentations. Prerequisite: MGT 308 or MGT 385 or concurrent enrollment. Offered Occasionally.

MGT 487 Cr.3

**Managing Diversity and Inclusion in Organizations**

This course provides a thorough understanding of the advantages and challenges of managing an increasingly diverse and global workforce. The course examines the basic psychological and social processes that influence how members of different groups perceive and interact with one another (e.g., bias, stereotypes, discrimination). From this foundation, various diversity issues in organizations are addressed (e.g., race, sex, LGBT+, religion, age, ability, and intersectionality). The best practices for successful diversity management are also discussed through improving recruitment and staffing, developing and retaining talent, facilitating strong performance in teams, and creating a climate for inclusion. Prerequisite: MGT 308; management or international business major. Offered Occasionally.

MGT 492 Cr.3

**Global Supply Chain Management and Logistics**

The course is a seminar in contemporary, leading-edge theory and practice in global supply chain management, logistics, and transportation. The emphasis is on framing, analyzing, designing, planning, implementing, coordinating, and controlling activities that add value to an organization or a supply network in a global context. Prerequisite: MGT 393 or concurrent enrollment. Offered Fall.

MGT 493 Cr.3

**Green Operations Management**

This course is a discussion-based forum focused on historical and contemporary environmental sustainability initiatives, and the relationships amongst these initiatives and global business strategies and tactics. This course is designed to be a survey of leading-edge thinking and knowledge in the field, where contemporary practice and theory intersect. Prerequisite: MGT 393 or concurrent enrollment. Offered Spring.

MGT 495 Cr.3

**Management Science**

This course takes you on a journey traversing different analytical and quantitative tools used in decision-making within organizations. High-performing, world-class organizations have demonstrated that they execute not only efficient but also heavily data driven management practices. This course in management science provides you with a solid understanding of: basic probability and statistics, regression and forecasting, Monte Carlo simulations, linear programming, decision analysis, and non linear optimization coupled with extensive training in relevant software programs. Prerequisite: MGT 393 or concurrent enrollment; or information systems minor with a non-CBA major and 54+ credits earned. Offered Occasionally.

MGT 499 Cr.1-3

**Independent Study**

Individual reading or research under the guidance of a staff member. Open to selected advanced students who have excellent records in the department. Registration with the consent of the student's regular adviser, the instructor, and the department chairperson. Students may apply up to three independent study credits toward the management major. Repeatable for credit - maximum six. Prerequisite: a grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110, MTH 160 or MTH 175 or MTH 207, and STAT 145 or STAT 245; or a business administration minor. 54 credits earned. Consent of instructor. Pass/Fail grading. Offered Fall, Winter, Spring, Summer.