

# MANAGEMENT (MGMT)

See Course Description Symbols and Terms (<https://catalog.csuchico.edu/academic-standards-policies/course-description-symbols-terms/>) for an explanation of course description terminology and symbols, the course numbering system, and course credit units.

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## MGMT 198 Special Topics

1-3 Units

**Prerequisite:** Department permission.

**Typically Offered:** Fall and spring

This course is for special topics. Typically the topic is offered on a one-time-only basis and may vary from term to term and be different for different sections. See the Class Schedule for the specific topic being offered. 3 hours supervision. (005686)

**Grade Basis:** Graded

**Repeatability:** You may take this course more than once

**Course Attributes:** Lower Division

## MGMT 303 Survey of Management

3 Units

**Typically Offered:** Fall and spring

Using a combination of theory and application, this course focuses on the human side of organizations, including issues of 1) making good decisions, 2) enhancing performance, 3) steering through a turbulent global environment, 4) combining and unifying multiple business functions and 5) enabling change. Students gain an understanding of management and how and why organizations are structured. The themes of quality, technology, ethics, and adaptation are emphasized. 3 hours lecture. (005704)

**Grade Basis:** Graded

**Repeatability:** You may take this course for a maximum of 3 units

**Course Attributes:** Upper Division

## MGMT 304 Human Resource Management

3 Units

**Typically Offered:** Fall and spring

This course surveys human resource management practices needed for effective performance by every manager and employee. The focus of the course is on processes used to effectively recruit, select, develop, evaluate, reward, and ensure the safety of employees in order to attract and retain the best possible workforce in any organization. This course provides students with an understanding of workforce diversity, investigates ethical issues, and explores the international context of HRM. 3 hours lecture. (005690)

**Grade Basis:** Graded

**Repeatability:** You may take this course for a maximum of 3 units

**Course Attributes:** Upper Division

## MGMT 380W Socio-Economic Innovation in Far-Northern California (W)

3 Units GE, W

**Prerequisite:** GE English Composition (1A), GE Critical Thinking (1B), GE Oral Communication (1C), GE Mathematical Concepts/Quantitative Reasoning (2); or faculty permission.

**Typically Offered:** Fall and spring

This course examines the social, environmental and financial opportunities and challenges facing the North State geographic region with special respect to employment, natural resource utilization and management, and workforce development. Students examine various economic sectors and innovative social enterprises found in the North State. The course utilizes both contemporary and historical lenses to develop student understanding of socio-economic issues in the North State. Various North State communities, cultures and geographies will be considered. Students learn problem solving and issue resolution through strategic alliances, activism, and leadership by studying contemporary individuals and social enterprises in the North State. 3 hours lecture. (022274)

**General Education:** Upper-Division Social Behavioral Sciences (UD4); California Studies Pathway

**Grade Basis:** Graded

**Repeatability:** You may take this course for a maximum of 3 units

**Course Attributes:** Upper Division; Sustainable Course; Writing Course

## MGMT 398 Special Topics

1-3 Units

**Prerequisite:** Department permission.

**Typically Offered:** Fall and spring

This course is for special topics. Typically the topic is offered on a one-time-only basis and may vary from term to term and be different for different sections. See the Class Schedule for the specific topic being offered. 9 hours supervision. (005708)

**Grade Basis:** Graded

**Repeatability:** You may take this course more than once

**Course Attributes:** Upper Division

## MGMT 399 Special Problems

1-3 Units

**Typically Offered:** Fall and spring

This course is an independent study of special problems. You must register directly with a supervising faculty member. Students registering for this course should prepare a project proposal to be discussed with their faculty advisor before enrolling in the course. 9 hours supervision. (005709)

**Grade Basis:** Credit/No Credit

**Repeatability:** You may take this course for a maximum of 6 units

**Course Attributes:** Upper Division

**MGMT 430 Human Resource Strategy and Information Systems 3 Units****Prerequisite:** MGMT 304, MINS 301.**Typically Offered:** Fall only

Investigation of Human Resource Management's (HRM's) role as an organizational strategic partner. This course covers all of the main functional areas of HRM within the broader context of business strategy, globalization, ethics, and social responsibility. The role of strategic partner includes contributing to the development of organizational strategy, including mergers and acquisitions, and ensuring alignment of the organization's human resource policies, practices, and programs with corporate and business unit plans. Additionally, this course places emphasis on how Human Resource Information Systems (HRIS) support strategy implementation and service delivery across the organization. Applied HRIS projects are a significant component of this course. 3 hours discussion. (015958)

**Grade Basis:** Graded**Repeatability:** You may take this course for a maximum of 3 units**Course Attributes:** Upper Division**MGMT 432 Recruitment and Selection 3 Units****Prerequisite:** MGMT 304.**Typically Offered:** Fall only

Intensive examination and application of the processes required to attract and select employees. Students conduct job analyses, develop HR plans, and develop recruitment and selection programs using human resource information systems to support these activities. Course addresses the ethical issues that arise during recruitment and selection as well as the issues germane to attracting and selecting a diverse and/or global workforce. 3 hours discussion. (005694)

**Grade Basis:** Graded**Repeatability:** You may take this course for a maximum of 3 units**Course Attributes:** Upper Division**MGMT 433 Training and Development 3 Units****Prerequisite:** MGMT 304.**Typically Offered:** Spring only

Intensive examination of training and developing diverse employees in both domestic and international contexts. Includes designing, implementing, and evaluating training programs; creating and administering employee relations programs; and using human resource information systems in carrying out these activities. 3 hours discussion. (005692)

**Grade Basis:** Graded**Repeatability:** You may take this course for a maximum of 3 units**Course Attributes:** Upper Division**MGMT 434 Performance Management 3 Units****Prerequisite:** MGMT 304.**Typically Offered:** Spring only

Intensive examination of the processes used to appraise and reward human resources. Includes designing, implementing, and evaluating programs to assess employee job performance, developing compensation and benefit packages to reward performance, and using human resource information systems to carry out these activities. The course addresses the ethical issues inherent in appraising and rewarding employees as well as the challenges of developing appropriate international processes. 3 hours discussion. (005695)

**Grade Basis:** Graded**Repeatability:** You may take this course for a maximum of 3 units**Course Attributes:** Upper Division**MGMT 440 Global Corporate Social Responsibility 3 Units****Prerequisite:** MGMT 303.**Typically Offered:** Fall and spring

This course is designed to address corporate social responsibility in a global context. Its focus is on the purpose of corporations and their responsibilities to internal and external stakeholders residing in the cultural, political, economic, and ecological arenas. Emphasis is placed on ethical decision-making within organizations as a whole. 3 hours discussion. (005712)

**Grade Basis:** Graded**Repeatability:** You may take this course for a maximum of 3 units**Course Attributes:** Upper Division**MGMT 442 Managing Individual Differences 3 Units****Prerequisite:** MGMT 303.**Typically Offered:** Fall and spring

Organizational outcomes are affected by individual behaviors such as job performance, learning, and decision-making. The purpose of this course is to increase understanding of the individual differences that predict organizationally relevant behaviors including: personality, values, job-related attitudes, emotions, perceptual biases, and abilities. Strategies for effectively managing individual differences are also examined. 3 hours lecture. (005720)

**Grade Basis:** Graded**Repeatability:** You may take this course for a maximum of 3 units**Course Attributes:** Upper Division**MGMT 443 Organizational Design and Change 3 Units****Prerequisite:** MGMT 303.**Typically Offered:** Fall and spring

Effective organizations make active design decisions that support their goals and generate a competitive advantage. This course takes a systems perspective to analyze the different elements of an organization's design, including the fundamental elements of internal design and decisions regarding its interaction with its external environment. Students explore specific organizational design solutions that respond to recent social trends, technological advances, and changing environmental conditions such as increasing global competition. The course introduces students to difficulties inherent to managing a process of change, as well as processes that facilitate its effective implementation. The course further explores the development of continuously changing, learning organizations. 3 hours lecture. (005696)

**Grade Basis:** Graded**Repeatability:** You may take this course for a maximum of 3 units**Course Attributes:** Upper Division**MGMT 444 Managing Project Teams 3 Units****Prerequisite:** MGMT 303 for Business majors only, or faculty permission.**Typically Offered:** Fall and spring

Creating team effectiveness and developing project management skills. Includes coverage of the nine project management body of knowledge areas required for professional certification by PMI, the professional code of ethics, and the benefits of diversity on team performance. The course requires use of information technology including spreadsheets, Web-based file storage and sharing, electronic presentations and use of project management software. 3 hours lecture. (005731)

**Grade Basis:** Graded**Repeatability:** You may take this course for a maximum of 3 units**Course Attributes:** Upper Division

<p><b>MGMT 445 International Management</b> <b>3 Units</b>  <b>Prerequisite:</b> MGMT 303.  <b>Typically Offered:</b> Fall and spring            An examination of the strategy, infrastructure, and business processes that foster effectiveness in global organizations. An analysis of the impact of cross-cultural differences on managerial issues such as motivation, discipline, work and leisure values, and collaboration. An analysis of issues in the global business environment, including the impact of labor conventions, legal systems, technology transfer, ethics, and e-commerce. 3 hours lecture. (005707)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>	<p><b>MGMT 451 Business Plan Development and Financing</b> <b>3 Units</b>  <b>Prerequisite:</b> MGMT 450; Completion of lower division core for ESBM option only.  <b>Typically Offered:</b> Fall and spring            Focuses on all aspects of the start-up business planning process including the business concept, market and industry analysis, human resources, and the financial planning necessary to establish the business. Students engage in primary and secondary research to identify customer and competitor attributes, create realistic cost, revenue, and cash-flow forecasts, identify funding sources, business valuation and a potential exit strategy. Students are required to participate in experiential activities outside of class such as pitching for funding, entering business concept competitions or engaging in other activities in the local entrepreneurial community. 3 hours lecture. (005723)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>
<p><b>MGMT 447 Leadership and Motivation</b> <b>3 Units</b>  <b>Prerequisite:</b> MGMT 303.  <b>Typically Offered:</b> Fall and spring            The purpose of this course is to develop an understanding of leadership and motivation in organizations. This course explores contemporary leadership thought, including approaches to leadership development, leadership models, leadership in specific contexts, and the relationships between leadership and organizational power, authority, and management. We also investigate the connection between leadership and motivation, motivation theories, and motivational programs for complex organizations. 3 hours lecture. (005729)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>	<p><b>MGMT 452 Launching and Managing New Ventures</b> <b>3 Units</b>  <b>Prerequisite:</b> MGMT 451 for entrepreneurship and small business management option only.  <b>Typically Offered:</b> Fall and spring            Designed to provide students with the practical knowledge to prepare them for opening and managing a business. The course requires students to move their business concepts through the detailed operational steps involved in starting a business including those that deal with legal, financial, operations, hiring, insurance, sales and marketing among others. An experiential, collaborative approach is taken where students develop and present multiple iterations of their business concepts in-class to fine-tune their launch plans and their pitch to obtain start-up funding. Students are required to participate in business concept competitions and to engage in other activities with the local entrepreneurial community outside of class. 3 hours lecture. (005724)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>
<p><b>MGMT 448 Managing Teams and Conflict in Organizations</b> <b>3 Units</b>  <b>Prerequisite:</b> MGMT 303.  <b>Typically Offered:</b> Fall and spring            This course helps you gain an understanding of team processes and team performance in organizations. We examine theories related to teams and group dynamics and learn how to apply them to problems confronting team managers. Topics covered include the nature and use of teams, team formation, and factors that influence team effectiveness such as norms, cohesiveness, statuses, roles, process issues, and team leadership. Specific attention is given to understanding how to manage conflict in teams and apply conflict resolution principles to make teams more effective. 3 hours lecture. (005730)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>	<p><b>MGMT 453 Social Entrepreneurship</b> <b>3 Units</b>  <b>Prerequisite:</b> MGMT 450.  <b>Typically Offered:</b> Fall only            This course emphasizes the adaptation of entrepreneurial concepts and practices for creating and developing successful social enterprises. Students explore what distinguishes social innovations and how to apply business start-up knowledge, skills, and abilities in order to accomplish them. 3 hours lecture. (020559)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>
<p><b>MGMT 450 Introduction to Entrepreneurship</b> <b>3 Units</b>  <b>Prerequisite:</b> Junior standing or faculty permission.  <b>Typically Offered:</b> Fall and spring            Focuses on the critical role of recognizing and creating opportunities as well as critical tools for analyzing a new business idea. Provides an overview of entrepreneurship including success factors and the entrepreneurial process. 3 hours lecture. (005722)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>	<p><b>MGMT 454 Family Business Ventures</b> <b>3 Units</b>  <b>Prerequisite:</b> MGMT 450.  <b>Typically Offered:</b> Spring only            This course examines the roles families play in the entrepreneurial process. Students explore the mindset and methods for family enterprises, the advantages and challenges facing family ventures, and issues that arise as family businesses become multi-generational. 3 hours lecture. (020581)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>

- MGMT 455 Digital Entrepreneurship** 3 Units  
**Prerequisite:** MGMT 450.  
**Typically Offered:** Fall and spring  
 Using an experiential, project-based approach this course helps students develop the skills and understanding needed to rapidly start-up and manage a new business venture in the digital environment. Students adopt the perspective of the start-up founder implementing the Lean Startup approach to test business models, develop customers, determine product market fit, and ultimately run the online portion of a business. Students gain experience in the evaluation, selection, and implementation of digital tools and platforms. Students learn how to analyze web-generated data to inform real-time decisions and improve business performance. 3 hours discussion. (021522)  
**Grade Basis:** Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Upper Division
- MGMT 456 Entrepreneurial Analytics** 3 Units  
**Prerequisite:** MGMT 450; BSIS 308 for ESBM option only.  
**Typically Offered:** Fall and spring  
 Designed to provide principles and competencies for industry, product, market, and business analysis from the perspective of the start-up. The course confronts the problem of entrepreneurial survival and growth in the industry environment using data analysis, conceptual maps, and simulation tools with the goal of improving the effectiveness of early-stage decisions on the success of the new venture. 3 hours lecture. (021663)  
**Grade Basis:** Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Upper Division
- MGMT 460 Managing for Sustainability** 🌱 3 Units  
**Prerequisite:** MGMT 303.  
**Typically Offered:** Fall and spring  
 This course examines the ways in which organizations can be managed to meet the triple bottom line: profit, ethical treatment of workers, and environmental sustainability. Students learn to analyze organizational impacts and develop practices that foster a balanced ecosystem as well as organizational effectiveness. 3 hours lecture. (020231)  
**Grade Basis:** Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Upper Division; Sustainable Course
- MGMT 470 Business Dynamics** 3 Units  
**Prerequisite:** Junior standing, completion of the BADM lower division core, or faculty permission.  
**Typically Offered:** Fall and spring  
 This course offers students training in the use of System Dynamics for managing people in business settings. Students develop computer simulation models that allow them to test alternative management policies. 3 hours lecture. (020495)  
**Grade Basis:** Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Upper Division
- MGMT 471 Managing Multiple and Complex Projects** 3 Units  
**Prerequisite:** MGMT 444 or faculty permission.  
**Typically Offered:** Fall and spring  
 Offers students training in managing a portfolio of projects. Special attention is given to the role of business strategy in designing effective control systems and to tools for dealing with common, complex project syndromes. 3 hours lecture. (020599)  
**Grade Basis:** Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Upper Division
- MGMT 488 Organizational Consulting** 3 Units  
**Prerequisite:** MGMT 303, MGMT 304.  
**Typically Offered:** Fall only  
 This course is the first in a two course series undertaken in pursuit of the Professional Management Consulting Certificate. It provides an overview of the consulting profession, the hard and soft skills required in consulting, typical phases of a consulting engagement, and life as a consultant. Particular attention is paid to the integration and application of management theory and practice for the diagnosis and resolution of organizational problems. To this end, this course offers students an opportunity to perform a situational analysis for a real client, allowing students to gain skills in selling a project, entering the client firm, gathering data, and diagnosing issues. Students develop analytical, problem solving, and facilitation skills. Course includes ethical and international considerations. 3 hours seminar. (005714)  
**Grade Basis:** Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Upper Division
- MGMT 489B Practicum in Entrepreneurship and Small Business Management** 3 Units  
**Prerequisite:** MGMT 451 (may be taken concurrently) and faculty permission.  
**Typically Offered:** Fall only  
 Students must register directly with a supervising faculty member. The purpose of the course is to offer students the opportunity to learn experientially about the practices, challenges, and decision-making processes faced in launching and/or managing a new venture. See practicum advisor for eligibility requirements, performance requirements, assignments, and methods of evaluation prior to undertaking the practicum. 9 hours supervision. (020583)  
**Grade Basis:** Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Upper Division
- MGMT 489C Practicum in Human Resource Management** 3 Units  
**Prerequisite:** MGMT 430, MGMT 432, faculty permission.  
**Typically Offered:** Inquire at department  
 Students must register directly with a supervising faculty member. For students who wish to gain experiential learning in HRM, this course enables students to prepare for the Professional in Human Resources Certification Examination as well as participate in an experiential learning project. See practicum advisor for eligibility requirements, performance requirements, assignments, and methods of evaluation prior to undertaking the practicum. The Human Resource Certification Institute will charge an additional fee to register for the certification examination. For programs offered by the Department of Management, this course may be applied only once for 3 units. 3 hours discussion. (020577)  
**Grade Basis:** Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Upper Division



<p><b>MGMT 489E Practicum in Project Management</b> <b>3 Units</b>  <b>Prerequisite:</b> BSIS 444 or MGMT 444.  <b>Typically Offered:</b> Fall and spring  For students who wish to gain experiential learning in Project Management, this course enables students to prepare for the Professional Certification Examination, Certified Associate in Project Management (CAPM), as well as participate in an experiential learning project. The Project Management Institute will charge an additional fee to register for the professional certification examination. For programs offered by the Department of Management, this course may be applied only once for 3 units. 3 hours lecture. (020580)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>	<p><b>MGMT 499H Honors in Management</b> <b>3 Units</b>  <b>Prerequisite:</b> Faculty permission.  <b>Typically Offered:</b> Inquire at department  This 3-unit course consists of a comprehensive research study and paper dealing with business policy and strategy, and the integrative and international aspects of business operations, especially as they pertain to the fields of management, human resource management, or strategic management. A final written report and a public presentation of findings are both requirements of this course. Business Honors Program students must receive at least a B in this course for Honors credit. Students seeking "Honors in the Major" will enroll in this course for two semesters. MGMT 499H is for Business Administration majors with an Option in Management or Human Resource Management who are seeking Honors in the Major. 9 hours supervision. (005739)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 6 units  <b>Course Attributes:</b> Upper Division</p>
<p><b>MGMT 489F Practicum in Organizational Consulting</b> <b>3 Units</b>  <b>Prerequisite:</b> MGMT 488, instructor permission.  <b>Typically Offered:</b> Spring only  This course is the second in a two course series undertaken in pursuit of the Professional Management Consulting Certificate. The course is designed to provide students with the opportunity to build their consulting skills through the execution of an operational review. Students are assigned to work directly with a selected business providing an operational review under the supervision of the Management Department faculty. This course provides an integration of classroom learning and real-world applications resulting in a student-prepared final deliverable in both written and oral form for the client. 3 hours lecture. (021519)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Upper Division</p>	<p><b>MGMT 504 Everyday Project Management: Knowledge and Applications</b> <b>1.5 Units</b>  <b>Typically Offered:</b> Fall and spring  This course introduces students to the concepts driving modern-day project management and gives students the ability to initiate, plan, and execute projects using standard project management tools efficiently and effectively. 1.5 hours seminar. (022477)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course for a maximum of 1.5 units  <b>Course Attributes:</b> Upper Division</p>
<p><b>MGMT 498 Special Topics in Management</b> <b>1-3 Units</b>  <b>Prerequisite:</b> Senior standing.  <b>Typically Offered:</b> Fall and spring  This course is for special topics. Typically the topic is offered on a one-time-only basis and may vary from term to term and be different for different sections. See the Class Schedule for the specific topic being offered. For advanced students who wish to investigate business problems in specialized areas. Application of research methods. 3 hours seminar. (005737)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course more than once  <b>Course Attributes:</b> Upper Division</p>	<p><b>MGMT 598 Special Topics in Management</b> <b>1-3 Units</b>  <b>Typically Offered:</b> Fall and spring  This course is for special topics. Typically the topic is offered on a one-time-only basis and may vary from term to term and be different for different sections. See the Class Schedule for the specific topic being offered. For advanced students who wish to investigate business problems in specialized areas. Application of research methods. 3 hours lecture. (020394)  <b>Grade Basis:</b> Graded  <b>Repeatability:</b> You may take this course more than once  <b>Course Attributes:</b> Upper Division</p>
<p><b>MGMT 499 Special Problems</b> <b>1-3 Units</b>  <b>Prerequisite:</b> Faculty permission.  <b>Typically Offered:</b> Fall and spring  This course is an independent study of special problems. You must register directly with a supervising faculty member. 3 hours supervision. (005738)  <b>Grade Basis:</b> Credit/No Credit  <b>Repeatability:</b> You may take this course for a maximum of 6 units  <b>Course Attributes:</b> Upper Division</p>	<p><b>MGMT 635 Managing People, Teams, and Organizations</b> <b>3 Units</b>  <b>Prerequisite:</b> Classified MBA student.  <b>Typically Offered:</b> Spring only  Study of current theory and research in organizational behavior and organizational design, emphasizing managerial applications. Includes ethical, environmental, technological, and international considerations. 3 hours seminar. (005743)  <b>Grade Basis:</b> Graduate Graded  <b>Repeatability:</b> You may take this course for a maximum of 3 units  <b>Course Attributes:</b> Graduate Division</p>

- MGMT 644 Seminar in Project Management** **3 Units**  
**Prerequisite:** Classified MBA status.  
**Typically Offered:** Fall only  
 A comprehensive, in-depth, and hands-on approach to learning about managing teams and projects. Students learn how to efficiently and effectively initiate, plan, execute, and monitor projects. This course includes the coverage of the nine project management body of knowledge areas required for professional certification by the Project Management Institute. Students are required to use information technology, spreadsheets, and project management software. 3 hours lecture. (021080)  
**Grade Basis:** Graduate Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Graduate Division
- MGMT 645 Teamwork, Negotiation, and Conflict Resolution** **3 Units**  
**Prerequisite:** Classified MBA student or faculty permission  
**Typically Offered:** Spring only  
 This course highlights the theoretical and practical application of teamwork, negotiation, and conflict resolution models and their interface with ethical and socially responsible outcomes. Effective leaders must develop strong teams, negotiate well, and have the capability to resolve conflict in the organization. To this end, a variety of readings, case studies, and personal assessment are used to survey the tools essential for successful negotiation and conflict resolution. 3 hours seminar. (021402)  
**Grade Basis:** Graduate Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Graduate Division
- MGMT 646 Optimizing Project Outcomes with Business Analytics** **3 Units**  
**Prerequisite:** Graduate Standing.  
**Typically Offered:** Spring only  
 This course provides students with tools, techniques, and knowledge to develop expertise in business analysis project management and use these skills to improve the overall success of projects, optimizing outcomes. The primary learning objective is understanding business analysis project management as a technique for managing requirements and creating effective solutions to business problems via business value assessment, business analysis planning, solution refinement, organizational transition and solution evaluation, and business analysis stewardship. 3 hours lecture. (022308)  
**Grade Basis:** Graduate Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Graduate Division
- MGMT 647 Leadership, Global Ethics, and Corporate Social Responsibility** **3 Units**  
**Prerequisite:** Classified MBA student.  
**Typically Offered:** Fall and spring  
 A large variety of readings, cases, and written assignments are used to examine the role of leadership, global ethics, and corporate social responsibility in organizations. The course emphasizes the theoretical and practical application of leadership and decision-making models and their interaction with ethical and socially responsible outcomes. Effective leaders must communicate well. The course gives students the opportunity to improve their written and oral communication skills. This is a writing intensive course. Passing the course with a B- or higher fulfills the graduate writing proficiency requirement. 3 hours lecture. (021186)  
**Grade Basis:** Graduate Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Graduate Division
- MGMT 650 Management of Creativity and Innovation** **3 Units**  
**Typically Offered:** Fall only  
 This course addresses the major theories and current trends in the study of management of creativity and innovation in modern organizations. The course has a focus on creative problem solving using a design thinking approach, a holistic user-centered approach that uses collaboration and experimentation. Students co-create a relevant learning experience focused on individual, team and organizational creativity; design thinking and innovation theory and practice. The goal is to develop skills and understanding of the tools, technologies and processes involved in managing innovation and change in a rapidly evolving digital business environment. 3 hours discussion. (022008)  
**Grade Basis:** Graduate Graded  
**Repeatability:** You may take this course for a maximum of 3 units  
**Course Attributes:** Graduate Division
- MGMT 689 Directed Internship** **1-3 Units**  
**Typically Offered:** Fall and spring  
 This course is an internship. You must register directly with a supervising faculty member. Study of policy, control, and decision-making in selected organizations, arranged and supervised by a member of the graduate faculty in close working relationship with the management of an organization. 9 hours supervision. (005751)  
**Grade Basis:** Credit/No Credit  
**Repeatability:** You may take this course for a maximum of 15 units  
**Course Attributes:** Graduate Division
- MGMT 697 Independent Study** **1-4 Units**  
**Typically Offered:** Fall and spring  
 This course is a graduate-level independent study. You must register directly with a supervising faculty member. 9 hours supervision. (005756)  
**Grade Basis:** Report in Progress: Graded  
**Repeatability:** You may take this course for a maximum of 6 units  
**Course Attributes:** Graduate Division
- MGMT 698 Special Topics in Management** **1-3 Units**  
**Prerequisite:** Department permission.  
**Typically Offered:** Inquire at department  
 This course is for special topics. Typically the topic is offered on a one-time-only basis and may vary from term to term and be different for different sections. See the Class Schedule for the specific topic being offered. 3 hours seminar. (020362)  
**Grade Basis:** Graduate Graded  
**Repeatability:** You may take this course for a maximum of 6 units  
**Course Attributes:** Graduate Division
- MGMT 699T Master's Thesis** **1-3 Units**  
**Typically Offered:** Fall and spring  
 You must register directly with a supervising faculty member. 9 hours supervision. (005761)  
**Grade Basis:** Report in Progress: CR/NC  
**Repeatability:** You may take this course for a maximum of 6 units  
**Course Attributes:** Graduate Division