

MS–MANAGEMENT (MNGT)

MNGT 510. ADVANCED EXCEL. 2 Credits.

Notes: this course must be successfully completed before taking MNGT 515 or MNGT 520.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This course is designed to familiarize the student with the creation and various uses of spreadsheets for business applications. Provides students with the skills necessary to increase productivity and effectiveness in their professional and personal endeavors.

MNGT 515. BUSINESS ANALYTICS I. 2 Credits.

Pre-requisites: successful completion of MNGT 510 and admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

Data and Data analysis are key components of business decision-making. It covers collecting, storing, accessing, analyzing data of business operations and business environments to make better decisions. This course develops student's (1) Application: Identify proper statistical analyses (2) Analysis: perform quantitative analyses using software (3) Evaluation: make recommendations based on analyses (4) Communication: communicate these results in both statistical and non-statistical language.

MNGT 520. BUSINESS ANALYTICS II. 2 Credits.

Pre-requisites: successful completion of MNGT 510 and MNGT 515 and admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs. Data of every business transaction is getting recorded/stored as well as accumulated with the help of information technologies. A career in management is likely to involve decision-making based on data. It is important to be able to organize and use data appropriately and intelligently to make decisions. This course provides an understanding of the statistical and data analysis tools that are necessary for managerial decision-making.

MNGT 525. CAREER MANAGEMENT. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

Many aspects of our lives such as family, finances, health, and happiness can considerably influence others. We are the sum of our interrelated parts, and our careers play a significant role. Often, we spend more time with co-workers than with friends and family—we should be happy in our professional lives! The goal of this course is to guide you to effectively manage your own career as well as give appropriate guidance to those you manage.

MNGT 530. HUMAN RESOURCES MANAGEMENT. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This course examines the policies and practices used by human resource management staff to build and maintain an effective work force. Topics include human resource planning, job analysis, recruitment, selection, performance appraisal, manpower development, compensation, and labor relations.

MNGT 535. BUSINESS LAW. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This course is an overview of business law. This includes service and sales contracts, business formations, and agency relationships.

MNGT 540. LEADING PEOPLE AND ORGANIZATIONS. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This course is an introduction to human behavior in organizations, organizational processes, and interactions between organizations and their environments. Human behavior in organizations is examined at the individual and group level. The course requires application of communication, teamwork, and analysis skills. In addition, students apply critical thinking skills that are required to synthesize information from the text and apply it in an organizational setting and in-class activities.

MNGT 545. FINANCIAL ACCOUNTING. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

Introduces the active application of fundamental financial accounting principles.

MNGT 550. MANAGERIAL ACCOUNTING. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

Introduces the active application of fundamental managerial accounting principles.

MNGT 555. MARKETING MANAGEMENT. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This course is a study of both the theoretical and applied aspects of the marketing process. The course covers the elements of successful marketing strategies, marketing decision-making, and the impact of marketing on business. Specifically, this course seeks to develop the student's understanding of how the firm can benefit by creating and delivering value to its customers, and stakeholders; and skills in applying the analytical concepts and tools of marketing to decision making.

MNGT 560. OPERATIONS MANAGEMENT. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This course provides a foundation of strategic principles and practices for sustainable quality in production and service environments. Emphasis on the importance of cross-functional approaches in the pursuit of value creation for customers and crafting organizational responses to internal and marketplace dynamics.

MNGT 565. DIGITAL MARKETING. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This course examines timely concerns at the intersection of marketing and technology. The course addresses advanced aspects of retailing concepts in an electronic, online setting. Topics include promotional issues, privacy and security concerns, target market assessment, building a customer base, site design, and order tracking and shipping.

MNGT 570. COMPENSATION AND PERFORMANCE MANAGEMENT. 2

Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This applied-oriented course focuses on the management of employee performance & compensation in both theories and their application. Analyzing the theoretical concepts, practical techniques, and criteria commonly recognized in the development and control of various performance appraisal plans and compensation models. The focus is on the application of selected concepts, techniques, and criteria considered appropriate for the solutions to local workplace performance and compensation management.

MNGT 575. PRINCIPLES OF FINANCE. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This course covers the fundamentals and principles of corporate finance from the perspective of financial managers. The concept of net present value is used to evaluate investment decisions, and various analytical methods are covered such as financial ratio analysis, cost of capital, and capital structure of the firm, as well as basic stock and firm valuations.

MNGT 580. APPLIED BUSINESS ECONOMICS. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program or permission of the School of Business Director of Graduate Programs.

This course develops key microeconomic concepts presented in introductory economics classes. Attention is paid to consumers and firms and their behavior within various market structures. This course introduces non-business majors to the mechanics or tools of the trade that economists regularly use in business. Applications are selected that allow the student to better practice their newly acquired skills.

MNGT 590. PRINCIPLES OF STRATEGY. 2 Credits.

Pre-requisites: admission to the Master of Science in Management program and completion of all required courses with the exception of MNGT 595; or permission of the School of Business Director of Graduate Programs.

This course concerns strategic issues facing a firm's top management team. Examining issues such as how firms develop and reconfigure resources and capabilities in stable and dynamic environments to achieve short-term and long-term competitive advantage and why firms fail to adapt to changing competition. This course adopts a combination of lectures, case studies, group discussions, and strategy simulation to create an experience-based learning environment.

MNGT 595. INTERNSHIP. 2 Credits.

Notes: students are expected to work 20 hours per week at place of internship.

Pre-requisites: completion of first quarter. Permission of the instructor, department chair and college dean.

The intern will assume both an employee and a student role simultaneously. As an employee, the intern must perform assigned duties satisfactorily. All company regulations, health and safety conditions, and legal requirements apply, and any company policy violations should be handled in the usual way. Also classified as an Eastern Washington University student, the intern is subject to all applicable university regulations.