



Bachelor of Science in Management with Concentration in Human Resources
(46 semester credit hours)

MGT 3370 | Professional Presentations | 3 credits

This course is designed to provide an in-depth examination of factors involved in preparing and delivering persuasive presentations. The focus will include both individual and team presentations. Students will practice both individual and team presentations to enhance their professional skills.

BUS 3360 | Business Communication | 3 credits

This course provides students with the opportunity to enhance their written communication skills. Students will be expected to construct management documents that are well organized and demonstrate their ability to effectively communicate through writing. APA style will be emphasized.

MGT 3300 | Principles of Management | 3 credits

A study of management theory and practice and the role of managers in today's organizations. Topics include an overview of modern management, the historical development of management, and the traditional management functions of planning, organizing, staffing, leading, and controlling.

MGT 3200 | Human Resource Selection | 3 credits

This course examines how organizations align human resources to maximize organizational effectiveness by the acquisition, selection, training, and development of personnel. Topics will include planning, job analysis methods, recruitment practices, employee selection techniques, and testing procedures that increase employee-job fit. Pre-requisite: MGT 3300.

MGT 3210 | Compensation and Benefits | 3 credits

An investigation of compensation systems and benefit practices used by organizations to recruit, motivate and retain employees. Topics include wage and hourly regulations, pay structure development, evaluation systems, incentive systems, merit pay decision making, strategic benefit systems design. Pre-requisite: MGT 3300.

MGT 3325 | Developing HR Managers | 3 credits

This course takes a deeper look in to the key elements of Human Resource management by applying theories taught in Human Resource selection. It also provides a perspective of organizational issues such as diversity and labor relations. Students will apply learning by developing a strategic plan from recruiting through employee development. Pre-requisite: MGT 3200.

MGT 3390 | Organizational Behavior | 3 credits

This course is a study of the application of behavioral science toward understanding, predicting, and influencing both individual and group behavior in organizations. Areas of focus include personality, attitudes, and values, perceptions, motivation, and group dynamics.

BUS 3700 | Preparing for Applied Research | 1 credit

This course is designed to prepare students for the capstone experience. Emphasis will be placed on reviewing the components of an applied research project, identifying effective research techniques,



and developing a thesis statement. *Prerequisite: Students must have completed at least 50% of required core courses.*

MGT 4010 | Fundamentals of Project Management | 3 credits

This course provides a basic overview of managing projects and addresses the five project management process functions: initiating, planning, executing, controlling, and closing. It is designed to introduce the tools and techniques of project management by applying the concepts to a class project.

MGT 4100 | Contemporary Issues in HR Management | 3 credits

This course focuses on the ever-changing organization in terms of takeovers, mergers, and other current workplace issues. The HR professional plays an integral part of these changes when communicating and assisting employees with the change.

MGT 4150 | HR in a Global Environment | 3 credits

This course focuses on broadening the understanding of international business management. A variety of topics will be addressed. Students will explore different organizational structures, staffing strategies, and diverse management styles and practices. Social and cultural issues will be highlighted emphasizing their importance to successful international management.

MGT 4210 | Performance Management Systems | 3 credits

This course provides information as to the importance of Performance Management Systems in the organizational climate. It provides a mix of theory and application for the Human Resource Manager in the development, implementation, measurement, and evaluation of employee performance programs including ongoing multi-level communication, data-gathering, and the evaluation of data to improve employee performance in the workplace. The course places an emphasis on action-oriented principles that can be used to improve employee performance.

MGT 4320 | Production and Operations Management | 3 credits

Application of management procedures and techniques to the analysis, operation, and control of production methods and procedures. Prerequisites: MGT 3300, MGT 3390.

BUS 4350 – Business Ethics | 3 credits

A study of the moral dimensions of business decision-making and the relevance of Christian ethics in the business environment will be explored. Textual material and case analyses are utilized to examine issues useful in balancing the welfare of a business organization with that of society.

MGT 4700 | Applied Research Project | 6 credits This course, which culminates the entire student experience in the Business Management program, allows students to identify a current management issue and to find solutions to the issue by applying the key concepts and learning from the Business Management program experience. Note: This course is cross-listed with BUS 4700. Prerequisite: BUS 3700.