<table>
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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>MANG 2790</td>
<td>Business Communication</td>
<td>3 cr.</td>
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<td>Prerequisite: ENGL 1158 and BA 2780. This course will introduce students to the interaction of business communications and information technology in the 21st century workplace. Students will learn how to use computer networks to facilitate the following tasks: compose and submit routine business messages; interact with peers on problem-solving teams; research, draft, format, and submit hypermedia reports; create and deliver business presentations; seek and maximize job-search resources.</td>
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<tr>
<td>MANG 3070</td>
<td>Managing the Family Business</td>
<td>3 cr.</td>
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<td>This course provides concepts and constructive techniques that will enable students to understand the dynamics and underlying components of the family business system. The course will allow the student to examine the complementary nature of family and business components in the successfully functioning family business. A major focus of the course is to allow the students to understand and analyze the sources for conflict associated with family businesses and to develop resources and intervention techniques to facilitate successful resolution of the conflict.</td>
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<tr>
<td>MANG 3071</td>
<td>Franchise Management</td>
<td>3 cr.</td>
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<td>For those interested in starting and managing a business, as either a franchisor or franchisee. Attention is given to the nature of the franchisor-franchisee relationship, the evaluation of franchising opportunities, financing, legal issues, promotion, site location, and business planning. Lectures, student presentations, guest speakers, case studies, and field trips are used.</td>
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<tr>
<td>MANG 3090</td>
<td>Internship in Management</td>
<td>3 cr.</td>
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<td>Prerequisite: Management 3401 and 3402 or consent of department. This course will permit undergraduates to be engaged at least ten hours per week at the site of an assigned participating organization that directs the interns in specific projects relating to their majors. Students wishing to take this course should apply a semester in advance since enrollment is limited by internships available. This course may be repeated once for credit.</td>
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<tr>
<td>MANG 3099</td>
<td>Senior Honors Thesis</td>
<td>3 cr.</td>
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<td>Offered each semester. Prerequisite: consent of department and Honors Program Director. Extended and original research paper upon a topic of current concern in management under direction of a faculty member. Section number will correspond with credit to be earned.</td>
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<tr>
<td>MANG 3401</td>
<td>Introduction to Management and Organizational Behavior</td>
<td>3 cr.</td>
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<td>Offered each semester. Prerequisites: ACCT 2100 and ECON 1203 or 1200. An examination of management practices, behavioral implications and organizational systems from the perspective of classical and contemporary theory.</td>
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<tr>
<td>MANG 3402</td>
<td>Operations and Systems Management</td>
<td>3 cr.</td>
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|                   | Offered each semester. Prerequisites: Management 3401 and Mathematics 2314. A study of systems concepts and their application in
the design and operation of profit and non-profit organizations that are engaged in the production of goods or services in the domestic and global environments.

**MANG 3467 Human Resource Management 3 cr.**

A study of principles and policies associated with managing human resources of a business including strategic HR management, recruitment, selection, training, performance management, compensation, benefits, labor relations, and the legal environment impacting HR management.

**MANG 3472 Business Communication Oral 3 cr.**

Offered each semester. An extensive study of oral business communication techniques, including use of visual aids. Students make oral presentations individually and in groups relating to a variety of business problems (e.g., analysis of quarterly, annual, and other financial reports; results of feasibility studies or surveys; conducting directive and non-directive interviews; dictating skills etc.).

**MANG 3474 Computer-Based Multimedia Application for Business 3 cr.**

Prerequisites: MANG 3471. This course builds on the written and oral communication skills that UNO business students develop in MANG 3471 Business Communication. Focus is on the development skills necessary to design and prepare various types of presentations using a multimedia approach. Students learn how to develop storyboards, choose, and prepare various media for state-of-the-art presentations.

**MANG 3491 Undergraduate Directed Individual Study in Management 3 cr.**

Prerequisite: Approval of the directed individual study by the department chair and the supervising professor is required prior to registration. Offered each semester. The student should refer to the College of Business Administration Policy on Undergraduate Directed Individual Study available in the Management Department. This course is arranged individually in order to provide latitude for specialized study and research under the direction of a faculty member. Progress reports, conferences, and a research paper are required. May be repeated for up to six hours credit.

**MANG 3595 Academic Year Abroad: Special Topics in Management 3 cr.**

This course is only offered through UNO's Academic Year Abroad (AYA) in Innsbruck, Austria and can be repeated once for credit.

**MANG 3778 Management Information Systems 3 cr.**

Prerequisites: MANG 3401 and BA 2780. The nature of information systems and how computers assist management in decision making. Includes examples in creating and implementing management information systems and an analysis of computer hardware and software.

**MANG 3788 Business Application Development 3 cr.**

Prerequisites: BA 2780 or the consent of the department. A course to develop business applications using an object-oriented programming environment. Introduces students to develop business applications quickly. Topics include Rapid Application Development (RAD), code re-use, and team development of information systems projects.

**MANG 4400 Survey of Management Topics 3 cr.**

A survey of basic management topics in organization behavior, management information systems, and operations management. Provides an introduction to fundamental management concepts for pre-MBA students who have not had prior coursework in these areas. Not open to undergraduate College of Business majors. May not be taken for graduate credit.

**MANG 4407/G Management of Technology and Innovation 3 cr.**

Prerequisites: senior standing. May not receive graduate credit for both MANG 4710 and MANG 6710. Basic concepts involved with the management of technology in an organizational setting. Discussion of the relationship between innovation and strategic planning, fostering creativity and innovation in an organization, and issues in implementing innovative ideas within organizational structures. Text, readings, short case studies, videos, and guest speakers who are managers in technological environments are used as presentation media. Term project required.

**MANG 4420/G Organizational Theory 3 cr.**

Prerequisite: Management 3401 or consent of department. May not receive graduate credit for both MANG 4420 and MANG 6420. Designed to present general theory and analysis of organization design and structure. Includes a survey of both classical and contingency theories of organization, structure and process approaches to organizational design, and major dimensions of organizational design. Includes discussion of principles of organizational analysis with case studies.

**MANG 4422/G Organizational Politics 3 cr.**

Prerequisite: MANG 3401. Advanced elective to enhance students' understanding of organizational politics and dynamics. Topics to include: career management, assertiveness, power and the political process, and stress in organizations.

**MANG 4424/G Leadership in Organizations 3 cr.**

Prerequisite: Management 3401 or consent of department. An in-depth examination of leadership in organizations. Emphasis is upon theory and application of leadership in a variety of situations and organizational settings.

**MANG 4426/G Change Management 3 cr.**

(Same as ENMG 4130, Change Management). Prerequisite: MANG 3401 or MANG 4400. This course is designed to provide techniques and principles concerning how to introduce change into organizations. Emphasis will be on the three phases of change; initiating change, implementing change, and institutionalizing change. Means of applying change principles will be developed through the use of templates and worksheets.

**MANG 4446/G International Management 3 cr.**

Prerequisite: MANG 3401. May not receive credit for both MANG 4446 and MANG 6446. Primary attention of this course will be focused on the comparative study of the practice of management in selected countries under different environmental conditions. The economic, legal, political, social, and cultural differences and the effects of these differences upon business objectives, plans, organization, and operation will be examined.

**MANG 4468/G HRM Strategy and Compensation Systems 3 cr.**

Students may not receive credit for both MANG 4468 and 6468. The basic components of human resource management strategies, the compensation process and employee benefits programs.

**MANG 4469/G Staffing and Developing Human Resources 3 cr.**

A student may not receive credit for both MANG 4469 and 6469. The design and implementation of programs necessary to attract and develop a competent workforce. Focus on the theories and techniques of human resource planning, staffing, development, career advancement, and voluntary and involuntary termination. Emphasis on practical applications prepares students to perform or manage the relevant tasks associated with staffing and development in a modern human resources function.

**MANG 4470/G Employment Law for Managers 3 cr.**

A student may not receive credit for both MANG 4470 and 6470. This course is a study and analysis of the legal environment of
human resource management with emphasis on the impact of equal opportunity legislation on recruitment, selection, testing, evaluation, discipline, and termination of employees.

**MANG 4471/G Quality Management** 3 cr.
(MANG 4471 and ENMG 4471 are cross-listed) Prerequisite: MANG 3402 or consent of department. May receive graduate credit for both MANG/ENMG 4471 and MANG 6471. Describes the basic concepts of quality planning and quality control. Discussion on quality improvement plans, Deming philosophy, and Juran’s quality trilogy, the Deming prize and Baldridge award for quality excellence. Several case studies from around the world on the implementation of total quality management.

**MANG 4473/G Environmental Management** 3 cr.
Prerequisite: senior standing or consent of department. Examination of the impact of environmental issues on organizational structure and operations from a management perspective with a focus on how environmental concerns create threats opportunities and affect organizational strategic management. Discussion of current environmental issues involving research and development, legislation, regulatory policies, and technological advances in environmental management and examination of the new “corporate culture” that integrates environmental considerations into organizational design. A special emphasis will be placed on public perceptions of environmental issues and how they affect business strategy.

**MANG 4477/G Purchasing Materials Management** 3 cr.
Prerequisites: MANG 3402 or consent of department. This course examines the role of purchasing in domestic and international business environments. The course introduces purchasing and material procurement tools and techniques necessary for meeting supply-demand market impact. Legal aspects of purchasing activity will also be addressed. The course encourages students’ active participation in team projects and case studies.

**MANG 4480 Business Policies and Problems** 3 cr.
Offered each semester. Prerequisites: MANG 3402, MKT 3501, FIN 3300, and senior standing. Specific problems involved in the formulation of consistent business policies and maintenance of an efficient organization. This course is not open to graduate students.

**MANG 4487 Organization Behavior** 3 cr.
Prerequisite: MANG 3401 or consent of instructor. May not be taken for credit in the MBA program. Not for graduate credit. A study of the problems of obtaining purposeful action through formal and informal business organizations. The development of skills in administrative relations with people focusing on ethical behavior in motivation, leadership, and communication.

**MANG 4497/G Current Topics in Management** 3 cr.
Prerequisite: MANG 3401 or consent of department. Designed as a seminar to expose the student to current research and theory in a variety of management topics. May be repeated once for credit.

**MANG 4697/G Washington Center Special Topics** 3 cr.
The Washington, D.C. Internship Program is offered in cooperation with the Washington Center for Internships and Academic Seminars. Students of junior-level or higher standing and a grade-point average of 2.5 or better are eligible to participate in the Program. The program is conducted in Washington, D.C. and consists of an internship of four-and-a-half workdays per week, a three-hour course one night a week, and a major research paper. Participants can earn 12 credit hours during a fall or spring semester (nine hours in summer).

**MANG 4698/G Washington Center Independent Study** 3 cr.
The Washington, D.C. Internship Program is offered in cooperation with the Washington Center for Internships and Academic Seminars. Students of junior-level or higher standing and a grade-point average of 25 or better are eligible to participate in the Program. The program is conducted in Washington, D.C. and consists of an internship of four-and-a-half workdays per week, a three-hour course one night a week, and a major research paper. Participants can earn 12 credit hours during a fall or spring semester (nine hours in summer).

**MANG 4710 Management of Technology and Innovation** 3 cr.
Prerequisites: senior standing. May not receive graduate credit for both MANG 4710 and MANG 6710. Basic concepts involved with the management of technology in an organizational setting. Discussion of the relationship between innovation and strategic planning, fostering creativity and innovation in an organization, and issues in implementing innovative ideas within organizational structures. Text, readings, short case studies, videos, and guest speakers who are managers in technological environments are used as presentation media. Term project required.

**MANG 4730 Business Information Systems Analysis and Design** 3 cr.
Prerequisite: MANG 3778. A student may not receive graduate credit for both MANG 4730 and MANG 6730. Deals with theories and techniques for analysis of information requirements and design, development, and implementation of computer-based information systems. Examples are life cycle, prototyping, end-user computing.

**MANG 4740 Network Security Management** 3 cr.
Prerequisite: MANG 3778. A student may not receive graduate credit for both MANG 4740 and MANG 6740. Introduces network and security management topics. The business value of network resources is discussed, the threats to these resources are identified, and approaches to solving network security problems are studied. Hands-on experience is provided through student projects and lab sessions. Business cases in network management and discussed in class with emphasis on security issues.

**MANG 4750/G Knowledge Management** 3 cr.
Prerequisite: MANG 3778 and MANG 3788. Students can only receive credit for one of the following: MANG 4750, MANG 4455, or MANG 6750. This course is a thorough introduction to the subject of knowledge management (KM) from a business management viewpoint. It includes the theoretical framework for knowledge in large and small organizations. This course covers knowledge theory, databases and data warehousing, knowledge management systems, data mining, and expert systems. Students will also complete a group project, which is a proposal for a knowledge management solution.

**MANG 4760 Managing Electronic Commerce** 3 cr.
Prerequisite: MANG 3778 and 3788. Electronic commerce environment and business opportunities are described. Approaches to building business on the Internet are discussed; and technologies facilitating Internet business operations are described. Internet business models including those for virtual organizations, electronic payment schemes, security, and promotion are discussed.

**MANG 4774/G Human Resource Information Systems: Queries and Reports** 3 cr.
Prerequisite: MANG 4750. Fundamentals of Enterprise Systems QS & Marketing Information Systems focusing on Human Resource Information Systems. Relationship between enterprise system tables. Constructing queries and generating reports. The course will use projects based on the PeopleSoft HRMS database to discuss querying and reporting from enterprise systems. Use of PeopleSoft SQR.
MANG 6401 Seminar in Organizational Behavior 3 cr.
(MANG 6401 and ENMG 6401 are cross-listed) Prerequisite: MANG 3401 or ENMG 6101 or consent of department. A study of organizational behavior across all levels of organizational life; the individual, interpersonal, group, organizational, and society. Problems to be discussed and dealt with include motivation, communications, leadership, group dynamics, power, organizational structures and design, and various types of environmental constraints including competition, markets, and governmental regulations. Lecture, discussion, and group problem-solving project reports are included in instructional methodology.

MANG 6420 Organization Theory and Design 3 cr.
Prerequisite: MANG 4400 or equivalent or consent of department. A student may not receive credit for both MANG 4420 and MANG 6420. Readings, lecture-discussion, and cases are used to explore and evaluate options in designing organizations to maximize organizational effectiveness. Design variables such as formal structure, communication networks, information systems, control and reward systems, and decision-making modes are related to effectiveness criteria in the context of internal and external constraints.

MANG 6425 Small Group Management 2 cr.
Prerequisite: Admission to the EMBA Program. This course consists of three primary segments. In the first segment, students will be involved in a series of self-assessment exercises designed to highlight individual differences. In the second segment, students will work in group settings to develop their ability to work effectively in groups and to highlight the strengths of group work. In the final segment, students will be assigned/selected into a work group which will continue through the EMBA program.

MANG 6446 International Management 3 cr.
Prerequisites: MANG 3401 or MANG 4400. May not receive graduate credit for both Management 4446 and MANG 6446. Deals with complex managerial problems of the multinational enterprise. The principal areas of study will be 1) nature and scope of international business; 2) international business and the nation-state; 3) assessing and forecasting the international business environment; and 4) managing the multinational enterprise.

MANG 6447 Managing Human Resources 3 cr.
A study of the theories and techniques of modern human resource management with respect to attracting, motivating, and retaining a competent workforce. Emphasis of this course is on the management of a human resource function. A student may not receive credit for both BA 6011 and MANG 6467.

MANG 6468 Managing HR Strategy and Compensation Systems 3 cr.
A student may not receive credit for both MANG 4468 and 6468. A study of the management of compensation and benefit programs in medium to large organizations.

MANG 6469 Managing Staffing and Development in HRM 3 cr.
A student may not receive credit for both MANG 4469 and MANG 6469. A study of the management of programs designed to acquire and develop a competent workforce.

MANG 6470 Employment Law for Managers 3 cr.
Students may not receive credit for both MANG 4470 and 6470. This course is a study and analysis of the management of the legal environment of human resource management with emphasis on the impact of equal opportunity legislation on recruitment, selection, testing, evaluation, discipline, and termination of employees.

MANG 6471 Total Quality Management 3 cr.
Prerequisites: QMBE 6780 or BA 6780 or both ENMG 6101 and 6112 or consent of the department. May not receive graduate credit for both MANG 4471 and 6471. The essential concepts, practices, and methods of total quality management. Guidelines for managers to provide competent and visible leadership to insure effective quality assurance. The use of statistical quality in service and manufacturing organizations. Cases on the management of TQM programs.

MANG 6472 Project Management 3 cr.
(ENGE 6590, ENMG 6120, and MANG 6472 are cross-listed) Prerequisite: consent of department. Encompasses project organization structure, project planning and control. Discussions will include performance analysis based on earned value. Emphasis will be given to project management information systems. Human behavior in the project setting will be discussed.

MANG 6476 Operations Management 3 cr.
Prerequisites: QMBE 6780 or ENMG 6112 or consent of department. A study of techniques used in the analysis, design, and control of organizational operations. Emphasis on total quality management of manufacturing and service sector operations. Forecasting, inventory control, layout and location, queuing, automation and JIT are discussed as well as cases and computer programs for operations management.

MANG 6480 Seminar in Business Policies 3 cr.
(Open to master's candidates in their final semester only.) A study of business policies integrating the functions of all fields of business administration. The course is designed to give the student the top management viewpoint of the operation of the business enterprise. Strategy development and implementation are emphasized.

MANG 6491 Independent Study in Management 3 cr.
Prerequisites: consent of department. Readings, weekly or biweekly reports, conferences, and a research paper under the direction of a graduate faculty member is required.

MANG 6494 Internship in Management 3 cr.
Prerequisite: 15 hours of MBA courses with at least a 3.0 GPA and consent of the department. The student will work a minimum of 150 hours during the semester at the site of a participating organization that directs the intern in a specific Management project. Students must in addition engage in extensive outside research in the subject area related to their internship and submit a substantial report on this research reflecting a graduate level of learning. Enrollment is limited. May not be repeated for credit.

MANG 6497 Special Topics in Management 1 cr. min./4 cr. max.
An intensive study of selected special topics in Management. Topics will vary based on contemporary needs as dictated by the discipline as well as the interests of the students and the instructors. Section number will correspond with credit to be earned.

MANG 6700 Strategic Management Information Systems 3 cr.
Prerequisites: MANG 3778 or MANG 4400 or both ENMG 6101 and ENMG 6112 or consent from department. Information technology (IT) is more than just computers. It must be conceived of broadly to encompass information as well as a spectrum of technologies that process the information. IT helps to reduce risks and create opportunities. With this understanding, a contingency framework is introduced for allocating IT resources within the firm. A focus is given on whether a firm’s IT assets are correctly aligned with its strategy, and whether the firm’s organization structure, management reporting relationships, risk of project portfolio, and project management efforts are congruent with the organization’s goals. These evaluations are made across a variety of stable and emerging technology solutions, including outsourcing, knowledge management, expert systems, e-business, and supply-chain management systems.
MANG 6710 Management of Technology and Innovation 3 cr.
May not receive credit for both MANG 6710 and MANG 4710. Basic concepts involved with the management of technology in an organizational setting. Discussion of the relationship between innovation and strategic planning, fostering creativity and innovation in an organization, and issues in implementing innovative ideas within organizational structures. Text, readings, case studies, and videos are used as presentational media. Term project required.

MANG 6730 Business Information System Analysis and Design 3 cr.
Prerequisite: MANG 6700. Students may not receive credit for both Management 4730 and Management 6730. Theories and techniques for analysis of business information requirements and design, development, and implementation of information systems. Case studies will be discussed in class and students will be required to work on a project dealing with the analysis and design of a business information system.

MANG 6740 Network Security Management 3 cr.
Prerequisite: MANG 6700. A student may not receive graduate credit for both Management 4740 and 6740. Introduces network and security management topics. The business value of network resources is discussed, the threats to these resources are identified, and approaches to solving network security problems are studied. Hands-on experience is provided through student projects and lab sessions. Business cases in network management and discussed in class with emphasis on security issues.

MANG 6750 Knowledge Management 3 cr.
Prerequisite: Management 6700. Students can only get credit for one of the following: Management 4750, Management 4455, or Management 6750. This course is a thorough introduction to the subject of knowledge management (KM) from a business management viewpoint. It includes the theoretical framework for knowledge and the methods and technologies that support the creation and management of knowledge in large and small organizations. This course covers knowledge theory, databases and data warehousing, knowledge management systems, data mining, and expert systems. Students will also complete a group project, which is a proposal for a knowledge management solution.

MANG 6760 Management of Electronic Commerce 3 cr.
Prerequisite: MANG 6700. Background and understanding e-business and e-commerce technologies and models. Business solutions for managing customer relation, on-line communities, supply chain management, trust, and knowledge management. The course uses case studies, hands-on-research and project work, to provide an understanding of e-business technologies and their integration into existing business, focusing on managing information resources in an e-business framework.