

# MANAGEMENT, B.A.

**Faculty** Alfred Arkley (emeritus), Rodney Dinges (emeritus), Judith Ettinger, George Gruendel (emeritus), Marya Leatherwood, Donald O'Neal, Sangeeta Parameshwar, Donald Vanover (emeritus), Joe Wilkins (emeritus)

**Degree offered:** Bachelor of Arts in Management

## DEPARTMENTAL GOALS AND OBJECTIVES

The goal of the management program is to develop the critical conceptual and interpersonal skills that are essential to employment in management positions in all types of organizations. In addition to requiring a theoretical foundation, the curriculum provides students with numerous opportunities to integrate and apply these concepts in a variety of situations. Specific program objectives are to enable students to 1) assess power situations and implement appropriate responses; 2) develop competence and understanding in strategic human resource development, including human resource planning, recruitment, selection, orientation, training, career development, performance appraisal, compensation, incentives, union-management relations, ethics, diversity, and succession planning; 3) acquire knowledge of theories and applications of organizational change, and recognize appropriate developmental strategies for leading change; and 4) acquire

knowledge of the process that leads to the organization of people and other resources most effectively.

## ADVISING

New students must contact the department for initial advising to plan a program of study that reflects their interests and satisfies degree requirements.

**Contact:** Information about the management program is available at (217) 206-6712. Information can also be requested at [mgt@uis.edu](mailto:mgt@uis.edu).

## THE BACHELOR'S DEGREE

The bachelor of arts in management prepares students to become organizational leaders, in the sense that today's organizations need leaders at all levels. The program philosophy is based on the premise that organizational leaders do more than just manage. They understand that success, for individuals as well as organizations, is largely based on how effective they are in developing people and that organizational success

requires leaders who know how to coach, mentor, and facilitate, rather than simply monitor and control.

Leaders in business, not-for-profit, and governmental organizations face similar problems and challenges and thus need the same core of leadership knowledge and skills to be effective. Therefore, this degree is designed to develop critical conceptual and interpersonal skills for successful performance in all types of organizations.

## ENTRANCE REQUIREMENTS

All departments in the College of Business and Management require foundation knowledge in accounting, economics, mathematics, statistics, and the behavioral sciences. UIS courses that satisfy the foundation knowledge requirements include:

ACC 211 Introduction to Financial Accounting **and**  
ACC 212 Introduction to Managerial Accounting  
**or** ACC 311 Administrative Uses of Accounting  
ECO 313 Statistics for Business and Economics

MAT 113 Business Calculus (or other calculus or finite math equivalent)  
 ECO 201 Introduction to Microeconomics **and**  
 ECO 202 Introduction to Macroeconomics **or**  
 ECO 315 Economics for Administration  
 Behavioral science course (psychology, sociology, etc.)

Coursework equivalent to the above will be accepted on approval by the adviser.

**DEGREE REQUIREMENTS: ORGANIZATIONAL LEADERSHIP CONCENTRATION**

A student must complete 60 semester hours of upper-division coursework to earn a B.A. in management.

**College Core 18 Hrs.**

(Required of all undergraduate College of Business and Management students)

BUS 302 Principles of Financial Management 3 Hrs.  
 BUS 312 Principles of Marketing 3 Hrs.  
 BUS 322 Principles of Operations Management 3 Hrs.  
 MGT 310 Managing Organizational Behavior 3 Hrs.

MIS 352 Principles of Management Information Systems 3 Hrs.  
 MGT 488 Strategic Management and Leadership 3 Hrs.

**Management Core 16 Hrs.**

MGT 422 Power and Negotiation 4 Hrs.  
 MGT 431 Human Resource Management 4 Hrs.  
 MGT 441 Organization Development 4 Hrs.  
 MGT 461 Organization Theory 4 Hrs.


General electives 14 Hrs.  
 University requirements (AST, PACs, or LSCs) 12 Hrs.  
 Total 60 Hrs.

Lower-division and transfer credit is not given for management core courses.

MGT 310 Managing Organizational Behavior is a prerequisite for the program core courses. MGT 488 Strategic Management and Leadership is the program's closure course, which may only be taken after a student has completed all other core courses. Management majors must earn a grade of C or better in every concentration core course to enroll in the capstone course and to graduate. If a student

earns a lower grade, he or she may repeat the course only once.

**COURSE DESCRIPTIONS**

 Course available online; may also be available on campus. Refer to the current course schedule for further information.

**Management Core**

**MGT 310 Managing Organizational Behavior (3 Hrs.)**

*(CBM Core Course)*

Examines and analyzes the organization and the organizational environment as a social system. The impact of its various components on individuals and groups within the organization will also be considered. Topics include individual differences, perceptions, attitudes, emotions, motivation, performance, job design, culture, innovation, change, strategy and structure, and leadership.

**MGT 422 Power and Negotiation (4 Hrs.)**

Theories and applications of power and negotiation as related to the leadership of organizations. Examines how people behave in systems, both at the micro and macro levels, including the role of organizational politics. Power, negotiation, and conflict management theories and skills are used in power simulations. Ethics, trust, and self-motivation are central to the process. Simulation activity and personal inventory fees are required.

Prerequisite: MGT 310 and all foundation courses are prerequisites for management majors.

 **MGT 431 Human Resource Management (4 Hrs.)**

Theories and applications of the leadership and development of people in organizations. Topics include human resource planning, recruitment, selection, orientation, training, career development, performance appraisal, compensation, incentives, union-management relations, ethics, diversity, and succession planning. Prerequisite: MGT 310 and all foundation courses are prerequisites for management majors.

**MGT 441 Organization Development (4 Hrs.)**

Theories and applications of organizational change and development as related to the leadership of change in organizations. Topics include resistance to change, diagnosis, change strategies, interventions, group development, team building, organizational culture, ethics, diversity, the external environment, and socio-technical issues. Prerequisite: MGT 310 and all foundation courses are prerequisites for management majors.

**MGT 461 Organization Theory (4 Hrs.)**

Theories and applications of organization theory relative to the design of organizational structure. Topics include organizational analysis, structure, culture, technology, organization size and life cycle, mechanistic and organic organizations, organizational effectiveness, measuring organizational performance, conflict, power, politics, ex-

ternal environment, ethics, and diversity. Prerequisite: MGT 310 and all foundation courses are prerequisites for management majors.

**MGT 488 Strategic Management and Leadership (3 Hrs.)**

*(CBM Core Course)*

Theories and applications of strategic management as related to the leadership of organizations. Focuses on developing a better understanding and demonstrated application skills in the areas of organizational vision and mission, goals and objectives, environmental scanning and analysis, issue identification and problem solving, and integration of functional competencies into cohesive organizational strategies. Prerequisite: All organizational leadership and college core courses are prerequisites for management majors.

**Electives**

**MGT 311 Management Skills and Organizational Behavior (4 Hrs.)**

Theories and applications of managerial functions, roles, and skills as related to organizational behavior and theories. Topics include communication, motivation, leadership, group dynamics, and decisionmaking.

**MGT 371 Social Responsibility and Ethics: Corporate and Public (4 Hrs.)**

Theories and applications of social responsibility and ethical issues related to the corporate, governmental, and nonprofit sectors. Areas covered include consumerism,

ecology, labor relations, diversity, government regulations, philanthropy, and stockholder/stakeholder relations. Prerequisite: MGT 311 is a prerequisite for management majors.

**MGT 406 The American Presidency (4 Hrs.)**

Nature and scope of the American presidency — both historically and analytically. Topical attention given to the views of the framers of the Constitution and to problems of presidential management, leadership, and prerogative. See POS 406.

**MGT 423 Labor Management Relations (4 Hrs.)**


Behavioral, economic, social, political, and institutional forces affecting the character and quality of employer union-management relationships and objectives in both public and private employment. See LAR 423.

**MGT 430 Managerial Communication Skills (4 Hrs.)**

Examination of the arena of managerial communication. Application of managerial communication skills necessary for success in current and future organizations will be studied and practiced. Topics include listening, non-verbal communication, various employee development issues, and making presentations.

**MGT 458 Quality Management (4 Hrs.)**

Examines the theory, history, and management of quality management programs in business organizations in the U.S. and abroad. The primary focus will be on the man-



agement of quality in the areas of operations and human resources in manufacturing and service industries. Prerequisite: MGT 310, or BUS 341. See BUS 458.

**MGT 463 Report Writing for Managers (4 Hrs.)**

Develops expertise in report writing according to individual needs. Emphasis on techniques of planning, organizing, writing, and editing.

**MGT 474 Leadership and Motivation (4 Hrs.)**

Major leadership theories, characteristics of leaders, leadership styles, delegation, decision-making, communication, and subordinate development examined. Motivational methods and techniques studied as potential tools for those assuming leadership roles.

**MGT 481 Management Applications (1 to 8 Hrs.)**

Provides students with an opportunity to complete an internship and develop a project applying their management

skills and knowledge in an organizational setting. Includes both seminar and actual field experience. Recommended for management majors who elect to take an applied study term. Prerequisite: Three management core courses.

**MGT 485 International Management (4 Hrs.)**

Gives a perspective of the global marketplace, compares the management of similar companies in different nations, analyzes public/private sector relationships, and examines the social and economic impact of various internal and external cross-border issues.

**MGT 486 Group Management Techniques (4 Hrs.)**

Issues and applications related to the management of group formation and development. Primary focus on the knowledge and skills needed to transform groups into effective teams. Additional topics will relate to the management of the interdependencies needed to design and implement team-based organizations. An outdoors experiential learning fee may be required.

**MGT 487 Leadership and Strategy: The Capstone (4 Hrs.)**

Leadership theories and applications as related to the development of strategic policy for the management of organizations. This course is usually taken in the student's last semester. Prerequisites: All core courses.

**MGT 490 Topics in Managerial Concepts and Skills (1 to 4 Hrs.)**

Each topic covers a different managerial concept and includes an intensive workshop. May be repeated for up to eight hours.

**MGT 499 Tutorial in Management (1 to 4 Hrs.)**