

MANAGEMENT (MGMT)

Management Graduate Courses

MGMT 8066 HEALTHCARE ANALYTICS FOR BUSINESS (3 credits)

This course will focus on the mixing of analytics and technology to develop key performance indicators that integrate and evaluate clinical, administrative, and financial performance. Concepts in this course explore the intersection of information management, performance metrics, data visualization, and result communication spanning across the healthcare ecosystem. Topics covering health outcome analysis, financial performance, developing analytic strategies, data quality and governance, and the four stages of actionable intelligence are all used to educate the advantages of leveraging analytics. (Cross-listed with BSAD 8066, HLSC 8066, MGMT 4060, SCMT 8066, SCMT 4060).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor. Not open to non-degree graduate students.

MGMT 8096 MANAGING COLLABORATIVE ENGAGEMENT (3 credits)

This course will provide students with the opportunity to develop knowledge and strategies for leading teams, enhancing collaboration, building consensus, problem solving in teams, facilitating group processes, and designing collaborative workspaces. (Cross-listed with ACMP 4090, BSAD 8096, MGMT 4090, SCMT 4090).

Prerequisite(s): Admission to a graduate program at UNO or the STRATCOM Leader Fellow Program. Not open to non-degree graduate students.

MGMT 8116 STAFFING THE ORGANIZATION (3 credits)

This course is a comprehensive review of issues and techniques related to the acquisition of high-quality human resources for optimal organizational effectiveness. The course is designed to enable future managers and human resource professionals to utilize effective strategies for recruiting, selecting, placing, and integrating new employees into the organization's workforce. (Cross-listed with MGMT 4110).

Prerequisite(s): BSAD 8136 or permission of instructor.

MGMT 8136 HUMAN RESOURCE MANAGEMENT (3 credits)

This course is a comprehensive review of the field of human resource management and its relevance to employees, managers, and organization stakeholders for goal achievement. The design of this course is structured to educate future managers and leaders on the importance of utilizing effective HR methods that comply with federal laws and the critical role of HR professionals in achieving the organization's positive workplace culture, competitive advantage, and overall success. (Cross-listed with BSAD 8136, MGMT 4030, HRM 4030, HRM 8136).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor. BSAD 8250 (Organizational Behavior) is recommended (but not required) prior to enrollment.

MGMT 8146 TOTAL REWARDS (3 credits)

This course is a comprehensive review of the theory and practice of developing and implementing cost-effective employee compensation and benefits programs. Students will gain and utilize effective strategies for managing the single largest controllable expense for organizations; employee pay and benefits. The design of this course is most beneficial for students pursuing future careers in management and human resource professions. (Cross-listed with BSAD 8146, MGMT 4010, HRM 4010, HRM 8146).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor.

MGMT 8156 TALENT DEVELOPMENT (3 credits)

This course is a comprehensive review of the theory and practice of developing and implementing cost-effective employee training and development programs to optimize human capital effectiveness in modern organizations. The course is designed to enable future managers and human resource professionals to utilize effective strategies for assessing employee training needs and developing appropriate solutions to maximize talent utilization. (Cross-listed with BSAD 8156, MGMT 4120, HRM 4120, HRM 8156).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor.

MGMT 8166 STAFFING THE ORGANIZATION (3 credits)

This course is a comprehensive review of issues and techniques involved in the acquisition and management of a high quality and diverse workforce for optimal organizational effectiveness. Students pursuing future manager and human resource professions will benefit from practice utilizing effective strategies for recruiting, selecting, placing, and integrating new employees into an organization's workforce. (Cross-listed with BSAD 8166, MGMT 4110, HRM 4110, HRM 8166).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor.

MGMT 8236 GLOBAL BUSINESS MANAGEMENT (3 credits)

The central objective of this course is to explore the unique opportunities and challenges that confront international managers as they navigate the complex and ever-changing global economic, political, legal, technological, and cultural environment. This course will particularly focus on people, values, and culture, better equipping students to both undertake an international career as well as effectively lead organizations with a culturally diverse workforce in any environment. (Cross-listed with BSAD 8236, MGMT 4150).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor. Not open to non-degree graduate students.

MGMT 8300 ORGANIZATION THEORY & DESIGN (3 credits)

This course is designed to increase students' understanding and knowledge of how organizations are designed and structured in order to create value and competitive advantage, and how organizations can operate in an effective and efficient manner in an ever-changing environment. The course will address topics such as: organizational effectiveness, organizational structure, organizational design, organizational culture, organizational technology, the external environment, organizational change, and the organizational life cycle. The ultimate goal is for students to be able to understand how organizations should be structured as a result of both external and internal factors. (Cross-listed with BSAD 8300).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor. Not open to non-degree graduate students.

MGMT 8336 PROJECT MANAGEMENT (3 credits)

This course focuses on the systemic exploration of planning and executing complex projects to create organizational success. Using a comprehensive understanding of principles, methodologies, and tools within project management, students will learn how to initiate critical processes, plan objectives and constraints, execute management and leadership, monitor budgets and development, and close outcomes of complex projects. Skills obtained from this course enhance individuals' ability to recognize, identify, and prioritize organizations' culture and structure to lead projects across various industries efficiently. (Cross-listed with BSAD 8336, HLSC 8336, MGMT 4330, SCMT 8336, SCMT 4330).

Prerequisite(s): Admission to Graduate College, MBA Program, Healthcare Logistics and Supply Chain Management program, or by permission of the instructor. Not open to non-degree graduate students.

MGMT 8436 LEARNING TO LEAD (3 credits)

The course provides students with the opportunity to learn historical and modern theories of effective leadership, gain insight into their own leadership styles and aspirations, and learn how to apply leadership theories to real-world leadership cases. Along with empowering individuals' leadership capabilities, this course explores the factors that can influence leader decision-making. (Cross-listed with BSAD 8436, MGMT 4230).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor. Not open to non-degree graduate students.

MGMT 8456 MANAGERIAL NEGOTIATION STRATEGIES (3 credits)

This course introduces students to the theory and practice of negotiation across various organizational settings. The ability to successfully negotiate an outcome is an important aspect of management and leadership.

Negotiation can be used to determine multiparty relationships, manage conflict resolution, and improve organizational outcomes. Using a combination of conceptual frameworks, roleplaying exercises, and debriefing opportunities, the design of this course is structured to help students understand the power and influence negotiation has over the successful outcomes of managers, leaders, and organizations. (Cross-listed with BSAD 8456, HLSC 8456, MGMT 4450, SCMT 4450, SCMT 8456).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor.

MGMT 8696 EMERGING TECHNOLOGY AND INNOVATION (3 credits)

This course equips entrepreneurially-minded students with a more complete range and vision of the viability of various startup opportunities (with a specific focus on innovative technologies and innovative business models). Students will become familiarized with the new and emerging technologies and innovations that define modern industries and product categories, as well as the various shifts in the way cutting-edge business gets done, regardless of industry. (Cross-listed with BSAD 8696, ENTR 4690, ENTR 8696, MGMT 4690).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor.

MGMT 8726 INNOVATION VENTURES (3 credits)

This team-based course provides students with the opportunity to practice the basic tools of business discovery and validation. Concepts and techniques in innovation, entrepreneurship, and strategy will be used to aid students in the venture creation process. Important considerations impacting the viability of the venture post formation will also be explored. Practical real-world experimentation is the central component of the course and will help students to conceive, develop, and launch their own innovative ventures. (Cross-listed with BSAD 8726, ACMP 4720, HCC 8256, ENTR 4720, ENTR 8726, MGMT 4720, MKT 4720, MKT 8726).

Prerequisite(s): Admission to Graduate College, MBA Program or by permission of the instructor.