

MANAGEMENT (MGMT)

MGMT 6585 People in Organizations

3 credit hours

Students study theories and concepts in strategic human resource management, employee relations, and industrial relations. The course is designed to build on the fundamentals of organizational behavior concepts and processes, and labour relations frameworks and knowledge to a systematic and strategic approach to managing people and processes in organizational settings.

Note: Students cannot receive credit for this course if they have credit for MGMT 5585.

MGMT 6590 Responsible Leadership I

3 credit hours

In today's complex and global business environment, leaders must be skilled at managing conflicting expectations of multiple stakeholders, and creating organizational contexts and cultures for responsible decision making. Students examine contemporary leadership and ethical dilemmas, and acquire the theoretical knowledge and analytical skills necessary to navigate these dilemmas.

Note: Students cannot receive credit for this course if they have credit for MGMT5586 OR MGMT6694 OR MGMT 6595

MGMT 6591 Responsible Leadership II

3 credit hours

Prerequisite: MGMT 6590 Responsible Leadership I

Students deepen their understanding of how responsible leaders operate in the context of stakeholder management, corporate social responsibility, and sustainable development. Students participate in a variety of experiential learning activities, including a community-based service-learning project, to synthesize learning, and create innovative and sustainable solutions to organizational challenges and opportunities.

Note: Students cannot receive credit for this course if they have credit for MGMT 5586 or MGMT 6694 OR MGMT 6595

MGMT 6601 Essentials of Management Consulting

3 credit hours

Students are introduced to an overview of the management consulting profession and the integrative skills required to undertake a consulting assignment, including preparing proposals, diagnosing client problems, identifying and implementing solutions, and concluding assignments. Topics include, client communications, teamwork, change management and the profession's code of conduct.

Note: This course is offered under agreement with CMC-Canada and is applicable towards the professional designation, Certified Management Consultant; and it has a mandatory additional fee towards a student membership in CMC-Canada.

MGMT 6681 International Business Management

3 credit hours

The course focuses on the nature and environment of international business management, including the study of multinational corporations and joint ventures and their impact on the host country, inter-cultural differences and their effects on management style, policy, and execution.

MGMT 6682 Performance Management

3 credit hours

Managing human capital is an essential skill: every manager in every organization is responsible for PM. Students are exposed to the theory and practical applications of the performance management process. Students are introduced to proper design and implementation of a PM system to increase employee motivation and engagement.

MGMT 6685 Strategic Human Resource Management

3 credit hours

An investigation of the role of the personnel manager and the changes in the nature of responsibilities brought about by changes in the legal and technological environments of organizations. The course deals mainly with human resource planning, selection, and compensation and the development of the human resources of the organization.

MGMT 6686 Industrial Relations

3 credit hours

This course reviews the development, structure, and operations of labour unions. It introduces the student to the legislation that governs labour-management relations in the unionized context. Included here are laws governing union picketing and other key issues. This course also deals with negotiation of collective agreements and various means of conflict resolution, such as conciliation, mediation, and arbitration.

MGMT 6689 Strategic Management

3 credit hours

This course focuses attention on the role of the senior management function to develop and implement strategy in the context of the resources. It draws upon case material based on companies of differing sizes, technologies and degrees of diversification. By providing an insight into the problems and responsibilities faced by general management at the senior level, it seeks to provide an overall perspective for the remainder of the program.

MGMT 6692 Directed Study

3 credit hours

Intended to supplement or provide an alternative to the regular management courses in order to meet the special needs and interests of students, the course provides an opportunity to study a particular subject in detail and requires from the student some measure of independence and initiative.

MGMT 6696 The Negotiating Process

3 credit hours

Students focus on the negotiating process with special emphasis on contract negotiation between management and union. Students examine the nature of negotiation, planning and preparation for negotiation, negotiating theories, strategies and tactics. Students examine such key elements in negotiation as communication, persuasion, power and ethics.

MGMT 6699 Research Project in Management

6 credit hours

Each student is required to complete a project involving the practical application of the research concepts and techniques used in management, under the direct supervision of a faculty member. Interdisciplinary projects are acceptable.

MGMT 6789 Strategic Management

3 credit hours

Prerequisite: MKTG 6571; ACCT 6548; MGSC 6506; MGSC 6515; CISY 6521; MGMT 6585; ECON 6502; FINA 6561

Students in this capstone course focus attention on the role of senior management in developing and implementing strategy in a variety of contexts. Students gain insights into the problems and responsibilities faced by senior management, and develop the skills needed to provide overall direction for organizations.

Note: Students cannot receive credit for this course if they have credit for MGMT6689.

MGMT 6800-6825 Special Topics in Management

3 credit hours

Students explore selected topics in the management area. Topics vary depending on the interests of the students and instructors.