

MANAGEMENT (MGMT)

MGMT 1281 Introduction to Business Management

3 credit hours

The purpose of this course is to introduce the student to the various aspects of business in the Canadian environment. Emphasis will be placed on the functional areas of marketing, production, finance, and the individual in the organization. In addition, the process of management will be outlined and evolving changes in management practices discussed. Current issues such as social responsibility, business ethics and the role of business in the community will be examined. Teaching methods will include lectures, group presentations and discussions of cases as well as other exercises.

MGMT 1800 – 1825 Special Topics in Management

6 credit hours

Course content varies from year to year.

MGMT 1826 – 1849 Special Topics in Management

3 credit hours

Course content varies from year to year.

MGMT 2382 Introduction to Organizational Behaviour

3 credit hours

Prerequisite: MGMT 1281

This course provides an overview of micro-, meso-, and macro-level organizational behaviour topics using an evidence-based approach. Students will explore topics including: perception; personality; motivation; work attitudes and values; well-being; diversity and inclusion; teamwork; leadership; decision-making; organizational change and development; and organizational culture, structure, and socialization.

Note: Students cannot receive credit for this course if they also have credit for either MGMT 2383 or MGMT 2384

MGMT 2383 Micro Organizational Behavior

3 credit hours

Prerequisite: MGMT 1281

This course focuses on the micro aspects of organizational behavior. Topics covered include human needs and motivation, learning, perception, and attribution, as these relate to individuals and groups in organizations. Teaching methodology includes lectures, discussions and case analysis.

Note: Students cannot receive credit for this course if they also have credit for MGMT 2382

MGMT 2384 Macro Organizational Behavior

3 credit hours

Prerequisite: MGMT 1281

This course focuses on macro aspects of organizational behavior. Topics covered include group processes and their relationship to effectiveness, inter-group cooperation and conflict, organizational character, structure, environment and culture, leadership, communication, decision making and organizational change and development.

Note: Students cannot receive credit for this course if they also have credit for MGMT 2382.

MGMT 2385 Introduction to Human Resource Management

3 credit hours

Prerequisite: MGMT 2382, or either MGMT 2383 or MGMT 2384, or PSYC 3200 and PSYC 4230

Students are provided an overview of Human Resource Management from theory and practice perspectives. Students acquire the tools to address major issues in human resource planning, recruitment and selection, compensation, training and development, employee/industrial relations, equity, diversity and inclusion, and health and safety.

Note: Students cannot receive credit for this course if they also have credit for MGMT 3385

MGMT 2800 – 2825 Special Topics in Management

6 credit hours

Course content varies from year to year.

MGMT 2826 – 2849 Special Topics in Management

3 credit hours

Course content varies from year to year.

MGMT 3385 Human Resource Management

3 credit hours

Prerequisite: MGMT 2383 and MGMT 2384, or PSYC 3200 and PSYC 4230

A study of the conceptual and practical aspects of the human resource management function in organizations, with a special emphasis on business organizations. The course focuses on the major issues, procedures and problems involved in human resource planning, recruitment and selection, compensation, training and development, and maintenance of human resources.

Note: Students cannot receive credit for this course if they also have credit for MGMT 2385.

MGMT 3386 Industrial Relations

3 credit hours

Prerequisite: MGMT 2382, or MGMT 2383 and 2384, or PSYC 3200 and PSYC 4230

An introduction to the field of industrial relations. It focuses on the impact of collective bargaining in management/labour relations. Topics covered include the historical development, structure, and operation of labour unions, the process and contents of negotiations and the settlement of union/management disputes.

MGMT 3392 Occupational Health and Safety

3 credit hours

Prerequisite: completion of at least sixty (60) credit hours

This course examines current issues in occupational health and safety including employee/union involvement, government regulation, inspections and compliance auditing.

MGMT 3480 Business Ethics & Responsibility

3 credit hours

Prerequisite: completion of at least sixty (60) credit hours

Business leaders are increasingly challenged to make ethical decisions in complex socio-economic systems. Stakeholders have competing and often polarized views, forcing difficult choices and tradeoffs. In this course, students critically examine how firms' approaches to navigating diverse stakeholder needs shape ethical decision-making and associated outcomes from the lens of social impact and environmental sustainability. Ethical principles and decision-making frameworks are applied to contemporary business dilemmas, developing ethical awareness and stimulating moral imagination.

MGMT 3800 – 3825 Special Topics in Management

6 credit hours

Course content varies from year to year.

MGMT 3826 – 3849 Special Topics in Management

3 credit hours

Course content varies from year to year.

MGMT 4481 Organization Theory: Structure, Process, Analysis and Design

3 credit hours

Prerequisite: COMM 2293 and either: MGMT 2385 or MGMT 3385, or MGMT 2383 and MGMT 2384, or PSYC 3200 and PSYC 4230

This course focuses on organizations as social structures that shape and are shaped by their internal and external environments. Topics covered in this course include organizational structure, inter-organizational relationships, organizational culture, processes and practices, technology, decision making, innovation and change, as well as power and conflict.

MGMT 4482 Staffing and Selection

3 credit hours

Prerequisite: COMM 2293 and either: MGMT 2385 or MGMT 3385, or PSYC 3200 and PSYC 4230

This course examines the issues involved in recruiting applicants for job vacancies and the procedures for assessing the match between candidates and the requirements of the position. The examination of the topic will include consideration of statistical and scientific issues and the practical implications.

Note: Students cannot receive credit for both MGMT 4482 and PSYC 4240 (formerly PSYC 4428).**MGMT 4483 Management and Leadership Skills**

3 credit hours

Prerequisite: COMM 2293 and either: MGMT 2385, or MGMT 2383 and MGMT 2384, or PSYC 3200 and PSYC 4230

Students examine the knowledge, skills, behaviours and competencies related to effective management-leadership. This will include the examination of the relevant concepts and theories and the implications for practice. The focus will be the development of manager-leader capabilities through lectures, class discussions, role-plays, experimental exercises and simulations.

MGMT 4484 Human Resources in Sports

3 credit hours

Prerequisite: MGMT 2385 or MGMT 3385

Students will examine the application of human resource management concepts and principles to amateur and professional sports. Key topics include talent identification and selection, training and athlete development, human rights, safety, compensation, and employment law.

MGMT 4485 Wage and Salary Administration

3 credit hours

Prerequisite: COMM 2293 and either: MGMT 2385 or MGMT 3385, or PSYC 3200 and PSYC 4230

This course is designed to integrate compensation systems with employment planning, career development, and organizational planning concepts.

MGMT 4486 Training and Development

3 credit hours

Prerequisite: COMM 2293 and either: MGMT 2385 or MGMT 3385, or PSYC 3200 and PSYC 4230

This course examines the organizational procedures for analyzing training needs and the subsequent phases of developing and evaluating training program effectiveness. The course will also address organizational activities associated with preparing and developing employees as part of their careers in an organization.

Note: Students cannot receive credit for both MGMT 4486 and PSYC 4220 (formerly PSYC 4426)**MGMT 4488 International Business Management**

3 credit hours

Prerequisite: completion of at least sixty (60) credit hours including COMM 2293

An introduction to the nature of the environment of international business management including the study of multinational corporations, intercultural differences and their effects on management style and policy and execution. The focus of discussion and presentation will be on management systems in North and South America, Europe, Middle East, South-East Asia, China, and Japan.

MGMT 4489 Strategic Management

3 credit hours

Prerequisite: 90 credit hours including COMM 2293, FINA 3361, MKTG 2270, MGMT 2385, or MGMT 2383 and MGMT 2384, and six (6) additional credit hours at the 3000-level from ACCT, ECON, MGMT, FINA, MKTG, MGSC or CISY

This is a "capstone" course in which students utilize all the business disciplines to identify, diagnose, and recommend appropriate action for real managerial problems. An objective of this course is to provide students with a better understanding of the complexity and interrelationship of modern managerial decision making.

Note: COMM 2293 is not a prerequisite for students in the B.Sc. in Computing Science and Business Administration major.

MGMT 4496 Collective Bargaining

3 credit hours

Prerequisite: COMM 2293 and MGMT 3386

An examination of the process of collective bargaining and its role in management-union relations. The course examines the nature of negotiation, its characteristics, the roles of power, persuasion, communication, social structure, negotiating strategies and tactics, and negotiators' personalities. Grievance handling as a form of negotiation is also examined.

MGMT 4826 – 4849 Special Topics/Seminars in Management

3 credit hours

Prerequisite: COMM 2293 and completion of at least sixty (60) credit hours and permission of instructor

These courses deal with selected topics in the management area. The topics to be covered will vary depending on the interests of the students and instructors. Seminar 3 hrs. a week. 1 semester.

MGMT 4876 – 4899 Directed Study

3 credit hours

Prerequisite: COMM 2293 and permission of Chairperson and instructor
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.