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MGMT 192 (3) Principles of Management

Prerequisite: Min. "C" in English 12 and "C+" in Principles of Math 11 or Applications of Math 11

Mgmt 192 has three major learning outcomes.

1. To develop a familiarity and understanding of the principles of contemporary management theory.
2. To learn how and when to apply these principles to specific management circumstances and situations.
3. To develop a recognition and understanding of the integrated nature of the management process based on the four major principles of management - Planning, Organizing, Leading, Controlling

Upon successful completion of Mgmt 192 students will have

- demonstrated an understanding of the key concepts in management
- demonstrated an understanding of the effect of environmental factors on the organization and the practice of management
- applied management concepts in real and simulated situations
- used management tools and concepts to address problems and issues
- assessed the impact of different management approaches on a situation
- worked effectively in a group situation
- developed skills in managing others

MGMT 230 (3) Introduction to E-Management

Prerequisite: MARK 160 and QUME 185

This course is designed to familiarize individuals with current and emerging business technologies using the Internet. Topics include Internet technology for business advantage, introduction to HTML, scripting languages, Web publishing using Microsoft Office 2000 applications, web page authoring (Dreamweaver), reinventing the future of business through electronic commerce, business opportunities in electronic commerce, electronic commerce Web site design, "organic" marketing techniques, email marketing campaigns, search engine marketing, eBay, and business plans for technology ventures. The purpose of this course is to educate today's managers, retailers, wholesalers, planners, analysts, entrepreneurs, and marketing strategists of the realities and potential for e-management opportunities.

Upon successful completion of this course, the student shall demonstrate competency in the following areas.

- Evolution and applications of the Internet
- Internet/Intranet technology and terminology

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- E- Marketing and advertising strategies
- Internet business models
- E-Business planning
- Customer Relationship Management
- Supply Chain Management
- Internet/Intranet opportunities
- Internet security, controls, and legal issues
- Global Internet issues
- Business web site creation, both web authoring and HTML

MGMT 292 (3) Organizational Behaviour

Prerequisite: MGMT 192

Mgmt 292 will help students understand behavior in organizations and how to work more effectively in organizational settings.

Upon successful completion of Mgmt 292, students will be able to

- explain key theories and concepts of human behaviour and apply these to organizational situations
- describe, apply and evaluate organizational behaviour concepts relating to individual and group behaviour
- describe, apply and evaluate the organizational process of power, conflict management and leadership
- demonstrate and evaluate competence in working in teams and in making professional presentations

MGMT 293 (3) Human Resource Management

Prerequisite: MGMT 292

Upon successful completion of Mgmt 293, the student will

- understand and be able to use the terminology of the human resource management profession
- be able to explain the structure of and apply the mechanics of human resource management functions
- be able to identify, analyze and recommend realistic solutions to human resource management problems and issues
- demonstrate an understanding of the key concepts in human resource management
- demonstrate an understanding of the effect of environmental factors on the organization and the practice of human resource management
- apply human resource management concepts in real and simulated situations

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- use human resource management tools and concepts to address problems and issues
- assess the impact of different human resource management approaches on a situation
- work effectively in groups

MGMT 294 (3) Management Skills I

Prerequisite: MGMT 292

Mgmt 294 has three major course objectives.

1. To develop a familiarity and understanding of essential personal and interpersonal managerial skills and responsibilities.
2. To study and practise these skills using a variety of methods, both independently and as part of a group.
3. To help the student assess, appreciate and leverage their own managerial skills and consider how they can further their personal development.

Upon successful completion of Mgmt 294 students will have

- demonstrated an understanding of the key concepts regarding managerial skills
- demonstrated a level of awareness regarding their own preferences and skills
- demonstrated an understanding of the human and systemic factors affecting the practice of management
- applied management skills in real and simulated situations, including the use of management tools and concepts to address problems and issues
- assessed the impact of different management approaches on a situation
- worked effectively in a group
- developed skills in managing others

MGMT 323 (3) International Business I

Prerequisite: Third year standing in Business

Mgmt 323 has three major course objectives.

1. To develop a familiarity and understanding of the principles and structures of international business.
2. To learn how and when to apply these principles to specific business situations.
3. To introduce the issue of international cultural context and its significance in the contemporary business environment.

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MGMT 330 (3) Internet Management

Prerequisite: Third-year standing in the BBA, including MGMT 230

Mgmt 330 examines issues related to the intersection of entrepreneurship and the opportunities of the Internet. Topics covered include Internet business models and strategies (with an emphasis on revenue generation); technical infrastructure issues for e-commerce; payment systems; fulfillment; handling security and privacy; strategic partnerships; the website development process; website usability and the customer experience; web site maintenance and performance issues; internet business ethics, legal issues and intellectual property. Key activities will include business research and website planning, design and development. Students will also gain practical skills in developing websites using a professional web development tool.

Upon successful completion of Mgmt 330, the student will demonstrate competency in:

- concepts and practices of entrepreneurship
- evaluating the small business opportunity of the internet, relevant business and revenue models
- business web site planning, design and development
- online marketing strategies, competitive intelligence and analysis
- B2C practices for customer experience
- B2C practices for underlying transactions including payment, fulfillment, security and privacy

MGMT 332 (3) Technology and Organizational Change

Prerequisite: MGMT 230

Learning Outcomes

- Explain e-processes and e-businesses: managing IT-enabled operations.
- Critically analyze business processes which can be improved by Internet technology .
- Identify and explain how BPR methodologies and information technology can be deployed to enhance Supply Chain Management, Customer Relationship Management, and Web-enabled e-Business.
- Demonstrate how to redesign enterprise processes with BPR software .
- Explain the relationship between ERP software (e.g. SAP and Oracle) and Web Services.
- Apply the Leavitt Diamond as a conceptual framework to redesign business processes.
- Apply the concept of X-engineering to identify and analyze opportunities to integrate technology in an industry value chain.

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- Relate the digital business transformation process to X-engineering concepts.
- Demonstrate process mapping, project planning (including project risk assessment), and conversion planning.
- Conduct an organizational impact analysis, and develop an appropriate change management program.

MGMT 345 (3) Workplace Safety and Wellness

Prerequisite: MGMT 293

Upon successful completion of Mgmt 345, students will demonstrate understanding of

- legislation governing workplace safety and wellness
- Workers' Compensation
- chemical, biological and psychosocial hazards
- hazard recognition, assessment and control
- motivating safe behaviour at work
- accident investigation
- lifestyle, stress and family issues

MGMT 355 (3) Training and Development

Prerequisite: MGMT 293

Mgmt 355 is designed to explore both knowledge and skills in Human Resource Development. It will cover the training and development process from beginning to end, needs analysis, design, development, implementation and evaluation. It will also review the purposes, procedures, strengths and limitations of various traditional and alternative training and development methods.

Upon successful completion of Mgmt 355, students will have an understanding of

- the training and development function
- training and development processes
- design considerations
- methods of instruction
- implementation issues
- training and development evaluation

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MGMT 365 (3) Compensation and Benefits

Prerequisite: MGMT 293

Mgmt 365 reviews contemporary practices and issues in the management of compensation packages. The student will develop an understanding of compensation management and learn the skills required for compensation administration.

MGMT 377 (3) Recruitment and Selection

Prerequisite: MGMT 293

Upon successful completion of Mgmt 377 students will have an understanding of

- recruitment, selection and ethical issues
- legislation covering hiring practices
- recruitment and selection processes
- organization and job analysis
- job competencies
- performance measurement
- recruitment
- applicant screening and selection
- testing
- interviewing
- decision making
- employee retention
- employee termination

MGMT 381 (3) Entre/Intrapreneurship

Prerequisite: Third year standing in Business Degree

Mgmt 381's primary objective is to develop an understanding of what successful new venture development entails and how it can be achieved. More specifically, the objectives are to

- understand the nature of entrepreneurship and intrapreneurship
- identify, evaluate and initiate new venture opportunities
- examine the viability of a new venture idea
- develop an understanding of various new venture management issues

Emphasis is on applying concepts and techniques from marketing, finance, organizational behaviour, management and accounting within the context of a new venture development. Students will develop skills in the following areas.

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- critical thinking
- research and data analysis
- written communication
- oral communication
- group work

MGMT 392 (3) Negotiations

Prerequisite: Third year business standing

Mgmt 392 is designed to explore the processes of negotiation and bargaining as social and managerial activities. Special emphasis will be given to the areas of interpersonal influence techniques and tactics; and to strategies to improve bargaining and negotiation. Students will gain insight into their own negotiating style, become more effective negotiators and more astute observers of social and managerial processes and dilemmas.

Upon successful completion of Mgmt 392, students will be able to

- analyze bargaining and conflict relationships
- describe and demonstrate negotiating strategies and tactics, the basic elements of negotiation, when to reach a deal and when to walk away
- describe and implement negotiating in a cross-cultural context
- negotiate effectively in a variety of situations

MGMT 396 (3) International Human Resource Management

Prerequisite: MGMT 292

An examination of the management of organizations across borders and cultures. Topics include the global manager's environment, the cultural context of intercultural management, international strategic management, organizational behaviour and human resource management.

Upon successful completion of Mgmt 396, students will have an understanding of

- globalization and world development
- political, legal and technological environments
- ethics and social responsibility
- meanings and dimensions of culture
- managing business across cultures
- organizational cultures and diversity
- cross-cultural communication and negotiation
- intercultural relations
- strategy formulation and implementation

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- entry strategies and organizational structures
- managing political risk, governmental relations and alliances
- management decisions and control across cultures
- managing people across cultures

MGMT 423 (3) International Business Strategy

Prerequisite: MGMT 323

Mgmt 423's objective is to enable students to

- develop an awareness of the issues surrounding international business strategy formulation and implementation
- apply analytic techniques to assess the international activities of firms and industries and develop plausible alternatives for strategic and operational action that will minimize threats and act on opportunities

Upon successful completion of Mgmt 423 students will have a knowledge and understanding of

- the variety and nature of strategic issues facing firms around the world
- how strategy is implemented among various firms and industries globally and regionally
- the different types of organizations involved in international business and the extent to which they vary in international operations
- the different modes of entry and the means of extending international activities, and the advantages and limitations of these modes for a given firm
- the influence of environmental trends and phenomena on international strategy
- the range of organizational and cultural issues influencing the effectiveness of international strategy
- the application of a variety of analytic techniques to organize and synthesize international issues in strategy formulation and implementation
- how to investigate and analyze complex problems, and articulate orally and in writing, the derivation and summation of research findings

MGMT 425 (3) Strategic Human Resources Planning

Prerequisite: MGMT 293

Upon successful completion of Mgmt 425 students will have an understanding of

- strategy and planning
- aligning human resource strategy

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- environmental influences
- evaluation of human resource programs
- human resource management systems
- forecasting
- human resource demand and supply
- succession management
- downsizing and restructuring
- mergers and acquisitions
- outsourcing and contracting out
- the international environment

MGMT 450 (3) Operations Management **Prerequisite: MGMT 292 and QUME 232**

Mgmt 450 will provide students with an understanding of international operations management and a number of global techniques to improve operations efficiency. Students will be introduced to problems and analysis related to the design, planning, control and improvement of manufacturing and service operations.

Upon successful completion of Mgmt 450, the student will demonstrate competency in the following areas.

- role of operations management
- operations planning and strategies
- OM models
- building OM models in Excel to analyze operations and to assist in the decision making process
- demand and supply chain management
- quality management and programs
- process management
- decision analysis and optimization
- inventory management
- global logistics

MGMT 460 (3) Canadian Business - Government Relations **Prerequisite: Third year standing in Business Degree**

Upon successful completion of Mgmt 460 students will gain an understanding of

- the role, scope and rationale of governments in Canada
- the policy-making process so that business may react and influence the formation of public policies

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- the various rationales for government involvement in economic activity and be acquainted with the various mechanisms available for implementing government policies
- evaluating how the business sector can formulate and implement successful strategies to deal with the government sectors
- evaluating how modern government can work effectively with Canadian business on behalf of society, including the opportunities and constraints of government involvement

MGMT 476 (3) Applied Organization Theory and Design **Prerequisite: MGMT 292**

Upon successful completion of Mgmt 476 students will have an understanding of

- organizations and organizational effectiveness
- stakeholders, managers and ethics
- the environment
- design challenges
- structure, authority and control
- specialization and co-ordination culture
- design, competencies and technology
- forms of organizational change
- transformations - birth, growth, decline, death
- decision making, learning, knowledge management,
- information technology
- innovation, intrapreneurship, creativity
- conflict, power and politics

MGMT 483 (3) Project Management for Business and Technology **Prerequisite: MGMT 230**

An overview of project management principles and practice pertaining both to general business and to information technology. Techniques are based on a study of the typical project lifecycle and covers project initiation, the RFP process, basic principles of project planning and management, creation of work breakdown structures, preparing network diagrams and Gantt Charts, assessing risk, using budgets, controlling resources, and project termination. Students will apply theoretical concepts to cases using industry standard software as a tool to manage and administer projects.

Upon successful completion of Mgmt 483 the student will

- understand the notion of a project and the project life cycle

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- recognize typical project phases and activities at each phase
- understand the RFP process, and the factors involved in preparing a successful proposal
- define and formulate the underlying goals of a project
- plan and document a project or program, including project scope, resources, schedule and budget
- understand how to execute, manage, and terminate a project within an organization
- explain typical methods of project team communication, and project documentation
- use a software tool such as MS Project to plan and track a business or information technology related project

MGMT 485 (3) Labour and Employee Relations

Prerequisite: MGMT 292, Mgmt 392

Mgmt 485 examines the working knowledge of management, union and government relationships and their impact on each other through the study of the role of labour relations, public and private sector legislation, collective bargaining, unionization process, contract negotiations and administration.

Upon successful completion of Mgmt 485 students will be able to

- describe the historical background of contemporary Canadian labour relations, including political, social, economic and legal changes
- explain current issues in labour relations
- describe union and management perspectives in labour relations issues
- explain current BC and Canadian legislation governing labour relations
- demonstrate effective contract negotiation and administration

MGMT 494 (3) Strategies for Sustainable Development

Prerequisite: Third-year standing in the BBA program and MGMT 292

Mgmt 494 is designed to explore and develop both knowledge and skills in the areas of corporate responsibility and sustainable development. It explores the dynamics of how organizations work toward greater social and environmental responsibility while at the same time meeting the demands of continuing financial performance and other stakeholder expectations, including strategy and day-to-day operations.

Upon successful completion of Mgmt 494 students will be able to

- describe and analyze the foundations for organizational sustainable development

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- apply the principles of sustainable development to a variety of organizational environments
- develop a business plan that includes social and financial returns on investments
- analyze organizational practices, plans and procedures for their degree of sustainability.

MGMT 496 (3) Strategic Management Issues

Prerequisite: Fourth-year standing in the BBA program

The course focuses on two things – knowing and doing. The knowing refers to knowledge of the how and why of strategic management while the doing refers to putting those concepts to work in running a simulated company.

Upon successful completion of Mgmt 496 students will have

- advanced their knowledge of the formulation and implementation of business and corporate strategies
- examined the activities of general managers as they attempt to create competitive advantage
- extended their familiarity with the complexities of large, complex, global corporations
- experienced working as part of a a team of top managers running a simulated company

MGMT 497 (3) Management Simulation

Prerequisite: Fourth-year standing in the BBA program

Students will participate in a simulation to provide first-hand experience in the operation of a business using knowledge and skills acquired from previous courses including planning, leading, organizing, controlling, developing and applying policy and strategies for an entire organization. In running the simulated company, students will have to demonstrate good teamwork skills as well as business acumen.