

Master of Science in Management

The Master of Science in Management degree program is designed to develop and enhance the management skills necessary to function effectively within business, industry, and a variety of organizations. The program focuses on the management of human and physical resources within various organizational cultures and how to effectively achieve human relations, management ethics, human resource management, and organizational development. Other topics covered include strategic planning, information management, decision-making, organizational values, and the characteristics of the highly effective manager. The program helps students learn the skills required to manage people, plans, and projects – the cornerstones of a successful managerial career.

Each student participates in simulated management exercises and learns to apply theory to actual practice in a way that addresses real-world business problems.

The curriculum is structured sequentially with participants enrolled in one course at a time with one class session per week. Each six-week course generally consists of five four-hour class meetings and a one-week online component. Participants may participate in learning teams made up of three to five students who work together outside of class to complete individual and group orientated assignments. Students spend approximately 10-15 hours per week on homework, projects, and learning team activities.

MGMT 5053 Organizational Behavior

Designed to develop students' abilities to understand and lead individuals and groups in attaining both personal and organizational objectives. By focusing on managers and their relationships with employees, students evaluate social/psychological behavior and learn techniques for modifying behavior to meet organizational objectives.

MGMT 5253 Management Ethics

Designed to help graduate students think in a structured and orderly way when making ethical decisions. Examines the conflict between economic and special performance, focusing on the manager's relationships with those with whom the manager interacts. Also considers an alternative means of reaching a decision when faced with an ethical conflict. A Christian perspective is emphasized. Uses a case study approach.

RSCH 5043 Analysis and Decision Making for Managers

Using case analysis as the basic tool, this course will aid the student in identifying the root causes of problems in business, identifying and analyzing options, and proposing solutions. Methods of research and creative problem solving will be explored.

MGMT 5163 Management of Information Systems

Management of information processing, system development, statistical applications, and project management. Prerequisite: Computer literacy demonstrated by a transcribed course or approval by the director of computer services.

MGMT 5143 Executive Economics

An overview of economic theory necessary for establishing, revising, and interpreting business policy. Emphasis will be given to the identification and interpretation of macro- and micro-economic phenomena necessary for sound management decision making.

MGMT 5063 Marketing Management

The application of marketing theory to problem-solving related to product/service, price, promotion, and distribution for both profit-making and non-profit organizations. Case studies are utilized.

MGMT 5073 Human Resource Management

The application of theories of human resource management to employee relations, recruitment, evaluation, grievances, development plans, and wage and salary administration.

MGMT 5123 Finance and Accounting for Non-Financial Managers

Gives the student a firm understanding of financial and accounting terms, techniques, and practices. Topics cover the basics: interpreting financial statements, calculating inventory costs, cost of goods sold, understanding stocks and bonds, determining company profitability using ratio analysis techniques, detailing cash flow, etc.

MGMT 5343 Organizational Development

This course presents the most recent thinking about organizations. It integrates concepts and models from organization theory with changing events in the real world, providing an up-to-date view of organizations. Detailed examples are presented that illustrate how companies are coping in the rapidly changing, highly competitive, international environment.

MGMT 5363 International Management

The management and operation of transnational organizations and the situations unique to those operations. Adapting managerial policies and practices to diverse international cultural environments.

MGMT 5443 Managing for Quality and Excellence

This course presents the philosophies, methods, and tools of Total Quality Management (TQM) and investigates a new paradigm for management that goes beyond TQM as it is commonly viewed today. Emphasis is on a customer value orientation and the course addresses a spectrum of issues related to TQM, from human management and organizational culture to customer value measurement and continuous improvement.

MGMT 5823 Integrated Studies in Management

An introduction to the analysis of business strategy using an integration of accounting, marketing, and management principles to conduct business.