

# Management (MANA)

---

## **MANA 3001 Behavior and Organization (3 credits)**

Behavior of people individually and in groups. Emphasizes organization environment, communication, motivation, supervision and productivity. Develops fundamentals of organization theory, structure and administration.

*Prerequisite:* Soph. stndg.

*Level of Study:* Undergraduate

*Marquette Core Curriculum:* SSC Individuals & Communities

*Interdisciplinary Studies:* Public History

*Last four terms offered:* 2024 Summer Term, 2024 Spring Term, 2023 Fall Term, 2023 Summer Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%203001>)

## **MANA 3002 Business and Its Environment (3 credits)**

Overview of social, political and legal opportunities and constraints influencing business decision-making; social trends and underlying causes, including changes in population and income distribution and their business significance; patterns of change in political strength of identifiable groups on social, geographic and economic interest bases; antitrust, trade regulation and the legal system.

*Prerequisite:* Jr. stndg.

*Level of Study:* Undergraduate

*Marquette Core Curriculum:* SSC Expanding Our Horizons, Writing Intensive

*Interdisciplinary Studies:* Ethics

*Last four terms offered:* 2024 Summer Term, 2024 Spring Term, 2023 Fall Term, 2023 Summer Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%203002>)

## **MANA 3020 Introduction to Sport (3 credits)**

Examines leadership and management functions within various levels of sport organizations. Among other elements, examines leadership theory; organization types; governance; revenue streams; operational management; decision-making; and constituent relations. Students gain an understanding of sport as a business and its role within society. Includes readings, case studies, research and discussions.

*Level of Study:* Undergraduate

*Last four terms offered:* 2024 Spring Term, 2023 Spring Term, 2022 Spring Term, 2020 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%203020>)

## **MANA 3034 Negotiation (3 credits)**

Examines the art and science of negotiations with the aim of developing student's negotiation abilities. This development is achieved through readings, discussion, and active participation in negotiation exercises. Designed to complement the skills learned in other business courses. Representative negotiations to be completed in the course include salary negotiations, car and home purchases, customer contracts, vendor contracts, venture capital arrangements, and partnership agreements among others.

*Prerequisite:* Jr. stndg.

*Level of Study:* Undergraduate

*Interdisciplinary Studies:* Peace Studies

*Last four terms offered:* 2023 Fall Term, 2022 Fall Term, 2022 Spring Term, 2021 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%203034>)

## **MANA 3035 Leading for Inclusion (3 credits)**

Addresses the personal and managerial implications of diversity in organizations. The course incorporates both a cognitive and experiential understanding of diversity and group differences. Examine demographic trends in the workforce, differentiate cultural practices and values among diverse groups, explore the concepts of social identity and privilege, and discuss strategies for dealing with discrimination and stereotyping.

*Prerequisite:* Jr. stndg.

*Level of Study:* Undergraduate

*Marquette Core Curriculum:* Engage Social Systems & Values 2

*Interdisciplinary Studies:* Africana Studies, Gender and Sexualities Studies, Peace Studies

*Last four terms offered:* 2024 Spring Term, 2023 Fall Term, 2023 Spring Term, 2022 Fall Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%203035>)

## **MANA 4010 Leadership, Motivation and Change (3 credits)**

Central issues in motivation and leadership at work, and applying theories and concepts of organizational behavior will be addressed. Specific issues may include theories of motivation, the impact of various reward structures, employee participation programs, the management of poor performers, and approaches to leadership. These topics are addressed from both theoretical and applied perspectives.

*Prerequisite:* MANA 3001.

*Level of Study:* Undergraduate

*Last four terms offered:* 2024 Spring Term, 2023 Fall Term, 2023 Spring Term, 2022 Fall Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%204010>)

**MANA 4040 International Management (3 credits)**

Present and future trends in the international commercial arena. Examines international trading trends for major sectors of the U.S. economy. Differentiates international from domestic management.

*Prerequisite:* Jr. stndg.

*Level of Study:* Undergraduate

*Interdisciplinary Studies:* International Affairs

*Last four terms offered:* 2024 Spring Term, 2023 Spring Term, 2022 Spring Term, 2021 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%204040>)

**MANA 4045 Globalization: Issues, Opportunities and Challenges (3 credits)**

Review issues in managing and conducting international business. Examine various factors that impact decision-making in a global business such as trade, investments, financial institutions, social systems, political, government and legal requirements. Learn to identify and assess opportunities and challenges that exist for a global business from a strategic perspective.

*Prerequisite:* Jr. stndg.

*Level of Study:* Undergraduate

*Last four terms offered:* 2022 Fall Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%204045>)

**MANA 4100 Ethics in Sport Leadership (3 credits)**

Examines ethics in sports from the perspective of the individual, athletic administrator and sport industry as a whole. Issues addressed include sport as tool for peacemaking; competition and fair play; cheating; social aspects of sport; and other trending topics. Learn to examine and reflect upon multiple sides of ethical dilemmas and build capabilities for ethical decision making.

*Prerequisite:* Jr. stndg. or dept. cons.

*Level of Study:* Undergraduate

*Last four terms offered:* 2024 Spring Term, 2023 Spring Term, 2022 Spring Term, 2021 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%204100>)

**MANA 4101 Strategic Management (3 credits)**

Requires a knowledge of all functional areas. Broad involvement in management decision-making process. Integrates functional areas through analysis of actual business case histories and related readings. Class discussion and written reports. Management game used when appropriate.

*Prerequisite:* Sr stndg. and FINA 3001, MANA 3001, OSCM 3001 and MARK 3001.

*Level of Study:* Undergraduate

*Last four terms offered:* 2024 Summer Term, 2024 Spring Term, 2023 Fall Term, 2023 Summer Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%204101>)

**MANA 4931 Topics in Organizational Management (3 credits)**

Topics vary.

*Prerequisite:* Jr. stndg.

*Level of Study:* Undergraduate

*Last four terms offered:* 2024 Summer Term, 2023 Summer Term, 2022 Summer Term, 2021 Summer Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%204931>)

**MANA 4995 Independent Study in Management (1-4 credits)**

Faculty-supervised, independent study/research of a specific area or topic in Management.

*Prerequisite:* Cons. of dept. ch.

*Level of Study:* Undergraduate

*Last four terms offered:* 2021 Summer Term, 2019 Summer Term, 2019 Spring Term, 2017 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%204995>)

**MANA 5100 Ethics in Sport Leadership (3 credits)**

Examines ethics in sports from the perspective of the individual, athletic administrator and sport industry as a whole. Issues addressed include sport as tool for peacemaking; competition and fair play; cheating; social aspects of sport; and other trending topics. Learn to examine and reflect upon multiple sides of ethical dilemmas and build capabilities for ethical decision making.

*Prerequisite:* Admitted to the graduate ACCO, BUAD, ECON, MANA, CCOM, or SPLE program; or con. of M.B.A. prog. dir.

*Level of Study:* Graduate

*Last four terms offered:* 2023 Spring Term, 2022 Spring Term, 2021 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%205100>)

**MANA 5931 Topics in Organizational Management (3 credits)**

Topics vary.

*Prerequisite:* Admitted to the graduate ACCO, BUAD, ECON, HCTM, MGMT or NURS program; or cons. of M.B.A. prog. dir. Other prerequisites vary depending on topic.

*Level of Study:* Graduate

*Last four terms offered:* 2023 Summer Term, 2022 Summer Term, 2021 Summer Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%205931>)

**MANA 6110 Managing Behavior in Organizations (3 credits)**

Designed to: 1) examine and evaluate existing leadership theories, 2) survey topical issues and new developments in the leadership area, and 3) develop students' leadership skills and abilities. Motivation and leadership concepts are used to analyze, diagnose, and make decisions about various organizational situations. Primary focus on case analysis. Lectures and discussions are also used to provide perspective on assigned reading.

*Prerequisite:* Admitted to the graduate ACCO, BUAD, CCOM, ECON, MGMT, NURS or SPLE program; or cons. of M.B.A. prog. dir.

*Level of Study:* Graduate

*Last four terms offered:* 2024 Summer Term, 2024 Spring Term, 2023 Summer Term, 2022 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%206110>)

**MANA 6115 Change Leadership in Self and Organizations (3 credits)**

Focuses on ways to motivate and structure change in individuals and organizations. Students are asked to analyze examples from their own work experience. Change issues in a variety of organizational environments are addressed and analyzed in terms of published case studies. Students select and pursue a goal for self-change as a means of applying and integrating the concepts learned throughout the course. Course work may include reflection papers, online discussions, case analyses, topic papers/projects, multiple choice quizzes, and/or essay exams. Individuals with some full-time work experience are likely to gain the most from the class.

*Prerequisite:* Admitted to the graduate ACCO, BUAD, CCOM, ECON, MGMT or NURS program; or cons. of M.B.A. prog. dir.

*Level of Study:* Graduate

*Last four terms offered:* 2022 Summer Term, 2021 Summer Term, 2018 Spring Term, 2017 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%206115>)

**MANA 6120 Managing and Leading in Turbulent Times (3 credits)**

Discusses significant issues that all managers and leaders face in regards to the people they lead and report to in challenging times. Some specific topics include issues for new managers (motivation, conflict, difficult conversations and transitioning from peer to leader), issues for all leaders (How do you lead?, leading change) and career issues (developing upward influence, the need for different skills as you advance). Also incorporates topics that students request.

*Prerequisite:* Admitted to the graduate ACCO, BUAD, CCOM, ECON or MGMT program; or cons. of M.B.A. prog. dir.

*Level of Study:* Graduate

*Last four terms offered:* 2023 Fall Term, 2022 Fall Term, 2020 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%206120>)

**MANA 6125 Negotiations (3 credits)**

Provides a comprehensive investigation of the process and dynamics surrounding a diverse variety of negotiations and conflict resolution efforts. Both academic models of negotiations and actual events, historical and contemporary, are examined in detail. Strategies and tactics for achieving objectives, limiting losses and maintaining positive relations are emphasized in light of radically changing social and business climates. Methods for becoming an effective negotiator are presented through both analytical frameworks and experiential opportunities. Cost benefit assessment of negotiations are developed in the actual costing of an agreement and the impact of failing to achieve an agreement and having to resort to alternative options.

*Prerequisite:* Admitted to the graduate ACCO, BUAD, CCOM, ECON, LEDR, MGMT, NURS or SPLE program; or cons. of M.B.A. prog. dir.

*Level of Study:* Graduate

*Last four terms offered:* 2024 Spring Term, 2023 Fall Term, 2023 Spring Term, 2022 Fall Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%206125>)

**MANA 6140 International Management (3 credits)**

Directed toward practicing managers who wish to build cross-cultural competence and develop a deeper understanding of contemporary issues in international management (e.g., management of cross-border mergers, acquisitions and alliances; transfer of best practices across organizational and national boundaries). Grounded in theory, yet focuses on the implications of these issues for managers and their organizations. Class activities are comprised of lectures, case analyses, videos, a cultural simulation exercise, and interactive activities and discussions.

*Prerequisite:* Admitted to the graduate ACCO, BUAD, CCOM, ECON, MGMT or NURS program; or cons. of M.B.A. prog. dir.

*Level of Study:* Graduate

*Last four terms offered:* 2019 Summer Term, 2018 Summer Term, 2014 Summer Term, 2014 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%206140>)

**MANA 6931 Topics in Management (1-3 credits)**

Topics vary.

*Prerequisite:* Admitted to the graduate ACCO, BUAD, CCOM, ECON, MGMT or NURS program; or cons. of M.B.A. prog. dir. Prerequisites vary depending on topic.

*Level of Study:* Graduate

*Last four terms offered:* 2019 Spring Term, 2018 Spring Term, 2014 Fall Term, 2012 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%206931>)

**MANA 6995 Independent Study in Management (1-3 credits)**

Faculty-supervised, independent study/research of a specific area or topic in management.

*Prerequisite:* Admitted to a graduate business program; and cons. of MGMT or M.B.A. prog. dir.

*Level of Study:* Graduate

*Last four terms offered:* 2024 Spring Term, 2023 Summer Term, 2021 Fall Term, 2019 Spring Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%206995>)

**MANA 6997 Management Capstone (1.5 credits)**

Brings together all of the major concepts covered in the MGMT program to create a culminating experience that provides students the opportunity to put their learning into action. Students work with an organization to help diagnose and address a real-life problem. The problems are focused in areas related to human capital management and organizational development practices.

*Prerequisite:* Admitted to graduate MGMT program.

*Level of Study:* Graduate

*Last four terms offered:* 2024 Spring Term, 2023 Spring Term, 2022 Spring Term, 2021 Fall Term

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=MANA%206997>)