

No Action Taken

JAN 27 1994

95-2

LSC Use Only  
Number \_\_\_\_\_  
Action \_\_\_\_\_  
Date \_\_\_\_\_

UWUCC USE Only  
Number 93-746 94-18  
Action \_\_\_\_\_  
Date \_\_\_\_\_

**CURRICULUM PROPOSAL COVER SHEET**  
University-Wide Undergraduate Curriculum Committee

**I. TITLE/AUTHOR OF PROPOSAL**

Course/Program Title: MG 306 Human Resource Management Legislation  
Suggested 20 character course title: HRM Legislation  
Department: Department of Management  
Contact Person: Dr. John N. Orife

!! If a course, is it being proposed for:

- Course Approval/Revision Only
- Course Approval/Revision and Liberal Studies Approval
- Liberal Studies Approval Only (course previously approved by Senate.)

**III. APPROVALS**

S.W. Orife  
Department Curriculum Committee  
S.W. Orife  
College Curriculum Committee

[Signature]  
Department Chairperson  
[Signature]  
\* College Dean

\_\_\_\_\_  
Director of Liberal Studies  
(where applicable)

\_\_\_\_\_  
Provost (where applicable)

\* EACH COLLEGE DEAN MUST CONSULT WITH THE PROVOST BEFORE APPROVING CURRICULUM CHANGES. APPROVAL BY COLLEGE DEAN INDICATES THE PROPOSED CHANGE IS CONSISTENT WITH LONG RANGE PLANNING DOCUMENTS, ALL REQUESTS FOR RESOURCES IN THE PROPOSAL CAN BE MET, AND THE PROPOSAL HAS THE SUPPORT OF THE UNIVERSITY ADMINISTRATION.

**III. TIMETABLE**

Date Submitted:  
to LSC \_\_\_\_\_  
to UWUCC \_\_\_\_\_

Semester to be  
implemented:  
Fall 1994

Date to be  
published  
in Catalog  
Summer 1994

## DESCRIPTION OF CURRICULUM CHANGE

## 1. Catalog Description

**MG 306 Human Resource Management Legislation**

3 credits  
3 Lecture hours  
0 lab hours  
(3c-0L-3sh)

Prerequisites: MG 300

Corequisites: None

Study of the major legislation, judicial decisions and administrative regulations affecting management of human resources in an organization. Applications in human resource management (HRM) functions of recruitment, selection, compensation, performance appraisal, safety, and employer-employee relations.

## Course Syllabus

### I. CATALOG DESCRIPTION

#### MG 306 Human Resource Management Legislation

3 credits  
3 Lecture hours  
0 lab hours  
(3c-0L-3sh)

Prerequisites: MG 300

Corequisites: None

Study of the major legislation, judicial decisions and administrative regulations affecting management of human resources in an organization. Applications in human resource management (HRM) functions of recruitment, selection, compensation, performance appraisal, safety, and employer-employee relations.

### II. COURSE OBJECTIVES

This course is designed to provide the student with an opportunity for an in-depth study of the laws and legal regulations affecting the manager's decisions in HRM functions. At the end of the course, the student should be able to:

1. Identify the source of laws and regulations affecting the HRM functions.
2. Discuss the trends in the laws, court decisions and administrative regulations affecting HRM functions.
3. Assess the legal implications of an HRM decision.
4. Discriminate between the ideal or preferred personal or managerial option and the legal requirements/implications of a human resource management decision.
5. Identify various ways of compliance with the laws when HRM decisions are to be made.
6. Isolate unresolved areas of the law in managing human resources with the objective of providing equal employment opportunity.

### III. COURSE OUTLINE

- A. Introduction and The Regulatory Model (1 Week)
- B. Equal Employment Opportunity (EEO) (4 Weeks)
- Basic Principles of EEO; EEO Legislation; Illegal Discrimination--Race and Color Discrimination, Sex Discrimination (Sexual Harassment and Pregnancy Discrimination Act), Age Discrimination, Religious Discrimination, Handicap Discrimination (ADA), and Nationality Discrimination; Evidence and Proof in EEO Cases; Affirmative Action and "Reverse Discrimination"; and Major Court Decisions in EEO Cases. Applications in HRM functions.
- C. Employee Safety and Health Regulations (2 Weeks)
- Workers' Compensation Laws and Court Decisions; The Occupational Safety and Health Act (OSHA)--Background to the OSHA, Responsibilities Under OSHA, OSHA's Regulatory Apparatus, OSHA's Impact on Employee Safety, Controversies about OSHA.
- D. Compensation Laws and Regulations (3 Weeks)
- Major compensation Laws--Fair Labor Standards Act, Equal Pay Act, Workers' Compensation Laws, Social Security Act, Employee Retirement Income Security Act (ERISA); Legally Required Benefits.
- E. Labor Relations Legislation (Private Sector) (2 Weeks)
- Major Labor Relations Legislation: Railway Labor Act, Norris-LaGuardia Act, National Labor Relations Act, Taft-Hartley Act, 1947/1974, Landrum-Griffin Act.
- F. Labor Relations Legislation (Public Sector) (1 week)
- Major Labor Relations Legislation: Executive Orders, Civil Service Reform Act.
- G. Current Issues in HRM Regulation (1 Week)
- New Court Decisions, New and Proposed Legislations, New Administrative Guidelines.

### IV. EVALUATION METHODS

The final course grade will be determined as follows:

50% Tests: Two tests (mid-term and a final) consisting of any combination of multiple choice, true/false and essay questions.

- 25% Case Studies: Each student will prepare and submit case study reports as directed by the instructor.
- 15% Short Current Event Reports: Each student will prepare short essays relevant to current legislation or judicial developments in HRM. These papers will be graded on the currency of the report, relevance to HRM regulation, and clarity of presentation.

#### V. REQUIRED TEXTBOOKS, SUPPLEMENTAL BOOKS AND READINGS

##### Textbooks:

Ledvinka, J. Federal Regulation of Personnel and Human Resource Management. Boston: PWS-Kent, 1992.

Twomey, D. P. Equal Employment Opportunity Law. Cincinnati: South-Western Publishing Co., 1990.

Journals: Employee Relations Law Journal  
 Labor Law Journal  
 Labor Law Review  
 Personnel Journal

#### VI. SPECIAL RESOURCE REQUIREMENTS

None

#### VII. BIBLIOGRAPHY

Appuzzese, V. J. Selected Recent Developments in EEO Law: The Civil Rights Act of 1991, Sexual Harassment and the Emerging Role of ADR, Labor Law Journal, June 1992.

Arvey, R.D. Unfair Discrimination in the Employment Interview: Legal and Psychological Aspects, Psychological Bulletin, 1979, Vol. 86, No. 4.

Barlow, W. E. and Hane, E. Z. A Practical Guide to the Americans with Disabilities Act. Personnel Journal, June 1992.

Bradshaw, D. S. Immigration Reform: This one's for You. Personnel Administrator, April 1987.

Cooper, E. A. and Barrett. Equal Pay and Gender: Implications of Court Cases for Personnel Practices. Academy of Management Review. 1984, Vol. 9, No. 1.

Equal Employment Opportunity Commission Reports.

- Faley, R. H., Kleinman, L. S. and Lengnick-Hall, M. L. Age Discrimination and Personnel Psychology: A Review and Synthesis of the Legal Literature and Personnel Psychology With Implications for Future Research. Personnel Psychology, 1984, Vol. 37.
- Frierson, J. A. Religion in the Workplace, Personnel Journal, July 1988.
- Gold, D. and Russel, N. What Laws Cover Pregnant Workers? Resource, June 1988.
- Greenlaw, P. S. and Kohl, J. P. National Origin and The New EEOC Guidelines Personnel Journal, August 1981.
- Hunsiker, J. F. Ready or Not: The ADA Personnel Journal, August 1990.
- Ledvinka, J. Federal Regulation of Personnel and Human Resource Management, Boston, PWS Kent Publishing Co., 1982.
- Twomley, D. P. Equal Employment Opportunity Law. Cincinnati: Southwestern Publishing Co., 1990.
- Viera, N. Comparable worth and The Gunther Decision. University of California-Davis Law Review, 1985, Vol. 18.
- Zall, M. What to Expect from the Civil Rights Act. Personnel Journal, March 1992.

## COURSE ANALYSIS QUESTIONNAIRE

A. Details of the Course

- A1. This course will be an elective for students in the human resource management and management programs. The course is not intended for inclusion in the Liberal Studies Program.
- A2. This course does not require changes in any other course or program in the department.
- A3. This course will be a mixture of lecture and case studies typical of the any course in our program.
- A4. This course has not been offered twice as a special topic.
- A5. This course is not intended to be dual level.
- A6. This course is not to be taken for variable credit.
- A7. Various universities offer courses in which legal aspects of different HRM functions are treated in isolation. Some universities are now beginning to offer courses which bring all the legal aspects of HRM together as a single course. At least the following two universities offer such a course and their catalog descriptions are attached:

Louisiana State University: Government Regulation of HRM  
University of Akron: Employment Discrimination

- A8. Legal aspects of HRM has become an increasingly important aspect of human resource management as a result of the changing laws, restructuring of corporations and diversity implication for organizations. However, such a course is not required by an accrediting agency.

B. Interdisciplinary Implications

- B1. This course will be taught by one instructor.
- B2. No additional or corollary courses will be needed.
- B3. Certain aspects of this course are covered in other HRM area courses. However, this course does not overlap with any other course at the university.
- B4. If the course is approved for students in the School of Continuing Education, seats for such students will be provided on a contingency basis.

C. Implementation

- C1. No new faculty resources are required. Current faculty complement is sufficient to cover the instruction of this course based on anticipated departmental enrollment patterns in the near future.

No other new resources are needed to teach the course. Current library, equipment and space allocations are adequate to offer this course.

- C2. No grant funds are associated with this course.
- C3. This course will be offered at least once a year.
- C4. One section of the course will be offered at a time.
- C5. Thirty students will be accommodated in a section.
- C6. The business school accreditation body (AACSB) does set standards for appropriate student-teacher ratio in an institution. However, there are no such standards on an individual course by course basis.
- C7. This course is an elective course in the Human Resource Management/Management curriculum.

D. Miscellaneous

This is the first time in over a decade that the Human Resource Management curriculum is being revised. The basic objective of the revision is to offer our students a curriculum that provides them the essential knowledge and skill that they would need to succeed as professionals in an increasingly changing and complex environment.



management functions to library operations; contemporary thinking of library managers; related research.

**7505 Analysis of Information Systems (3)** Application of systems analysis techniques to management of libraries and information centers; analysis of current operating systems; implementation of more effective manual and/or computerized information processing.

**7506 Automation of Bibliographic Control Systems (3)** Also offered as CSC 7405. Management of library technical operations—acquisitions, materials organization, serials, and circulation; evaluation and application of integrated automation systems.

**7507 Microcomputer Systems for Information Management (3)** Use of microcomputers in library processes; use of software; evaluation of user needs, and library management concerns.

**7605 Information Science (3)** Also offered as CSC 7406. History and philosophy of information science and information retrieval; analysis of existing information retrieval systems; information-system design for library application.

**7606 Abstracting and Indexing (3)** Also offered as CSC 7407. Abstracting and indexing methods; manual and computerized abstracting and indexing systems; problems connected with abstracting and indexing services; question analysis and search strategies; evaluation of search results.

**7607 Online Information Retrieval (3)** Also offered as CSC 7410. Development of online systems and services in libraries; in-depth training in their use; impact of online services on libraries and information systems.

**7608 Cataloging and Classification (3)** Core course. Principles underlying the description, classification, and subject assignment of materials; manual and automated methods: AACR2, DDC, and LCC; overview of technical services; relationship of the catalog to other departments in the library.

**7609 Cataloging and Classification: Advanced (3)** Prereq: LIS 7608 or consent of instructor. Problems in cataloging and classification for a wide variety of materials; historical and international survey of cataloging codes and classification systems.

**7610 Information Retrieval Systems (3)** See CSC 7481.

**7700 History of Books and Libraries (3)** History and cultural relationships of the book and libraries; rise of the modern library since the mid-19th century.

**7800 The Art and Practice of Storytelling (3)** Role of story telling as a form of communication; preparation and presentation of stories for all age groups; planning story programs for libraries and television.

**7807 Library Use Instruction (3)** Prereq: LIS 7002 or equivalent. Investigation of the problems encountered by the instructor of user education in the library.

**7809 Research in Library and Information Science (3)** Research methodology applicable to library and information phenomena; definition of research problems, selection of inquiry tools, and data collection; emphasis on evaluation of research.

**7901 Issues in Library and Information Science (1)** Pass-fail grading; core course. All graduating students are expected to participate in faculty-directed discussions of contemporary professional issues.

**7902 Field Experience in School and Media Centers (3)** Prereq: completion of core courses and LIS 7101, 7102, and 7400; or equivalent. Preparation for course begins semester prior to registration. 120 hrs. per semester at field site. Experience in administration and management of school libraries.

**7903 Field Experience in Special Libraries and Information Centers (3)** Prereq: completion of core courses and LIS 7403; or equivalent. Preparation for course begins semester prior to registration. 120 hrs. per semester at field site. Experience in administration and management of special libraries.

**7904 Field Experience in Academic Libraries (3)** Prereq: completion of core courses and LIS 7401; or equivalent. Preparation for course begins semester prior to registration. 120 hrs. per semester at field site. Experience in administration and management of academic libraries.

**7905 Field Experience in Public Libraries (3)** Prereq: completion of core courses and LIS 7405; or equivalent. Preparation for course begins semester prior to registration. 120 hrs. per semester at field site. Experience in administration and management of public libraries.

**7906 Field Experience in Health Sciences Information Centers (3)** Prereq: completion of core courses and LIS 7204 and 7404; or equivalent. Preparation for course

begins semester prior to registration. 120 hrs. per semester at field site. Experience in administration and management of health sciences libraries.

**7907, 7908 Special Topics in Library and Information Science (1-3,1-3)** Only 6 sem. hrs. in 7907 and 7908 applicable to M.L.I.S. degree. Areas of current interest.

**7909 Directed Independent Study (1-3)** May be repeated for a max. of 6 sem. hrs. credit.

**8000 Thesis Research (1-12 per semester)** "S"/"U" grading.

## LINGUISTICS (LING)

**4008 History of the German Language (3)** See GERM 4001.

**4011 Topics in Advanced Logic (3)** Prereq: PHIL 4010. See PHIL 4011.

**4060 Language and Culture (3)** See ANTH 4060.

**4064 Pidgin and Creole Languages (3)** See ANTH 4064 and FREN 4064.

**4150 Phonetics (4)** See COMD 4150.

**4153 Acoustics of Speech and Hearing (3)** See COMD 4153.

**4606 Russian Language: Phonetics and Phonemics (3)** See RUSS 4002.

**4607 German Phonetics (3)** See GERM 4002.

**4750 Independent Research in Speech Science or Linguistics (1-3)** See COMD 4750.

**4914 Philosophy of Language (3)** See PHIL 4914.

**7005 Historical Linguistics (3)** See ANTH 7005.

**7006 Phonology: Theory & Methods (3)** See ANTH 7006.

**7060 Conversation and Discourse (3)** See ANTH 7060.

**7750 Special Topics in Linguistics (3)** See COMD 7750.

**7752 Seminar in Linguistics (3)** See COMD 7752.

**7754 Psycholinguistics: Linguistic Perspectives (3)** See COMD 7754 and PSYC 7754.

**7755 English for Speakers of Other Languages: Methods and Materials (3)** See COMD 7755.

**7756 Independent Research: Phonetics and Linguistics (1-3)** See COMD 7756.

**7909 Selected Topics in Anthropology (3)** See ANTH 7909.

**7910 Seminar (3)** See PHIL 7910.

**7962 Field Methods in Linguistics (3)** See ANTH 7962.

**7999 Research in Anthropology (1-6)** See ANTH 7999.

**8000 Thesis Research (1-12 per sem.)** "S"/"U" grading.

**9000 Dissertation Research (1-12 per sem.)** "S"/"U" grading.

## MANAGEMENT (MGT)

**3000 Petroleum Land Management Practice (1) V** Open only to petroleum land management majors. Required of petroleum land management majors; waived only by consent of department. Pass-fail grading. A minimum of 6 weeks of full-time employment by a firm participating in the program.

**3001 Petroleum Land Management (3) V** Practical and evidentiary aspects of petroleum land management; principles, and techniques derived from a synthesis of legal and geographical sciences; legal effects of various procedures of boundary locations for petroleum properties; petroleum land practices concerning utilization, a real association, and environmental impacts of drilling activity; use of topographical and historic maps, map compilations, historical cartography, air photos, archival records, and field techniques; some focus on coastal Louisiana and the Gulf South.

**3111 Entrepreneurship (3) S** Prereq: senior standing. Principles of entrepreneurship; feasibility studies; financial and location analysis; marketing; promotion; management; venture capitalism; legal considerations.

**3200 Principles of Management (3)** Prereq: admission to the College of Business Administration or approval of the dean. Management functions, including planning, organizing, staffing/human resource management, leading/interpersonal influence, and controlling in both domestic and international spheres.

**3203 Independent Study: Advanced Management Topics (1-6)** Prereq: consent of instructor. May be

repeated for credit for a max. of 6 sem. hrs. Independent research under direction of a faculty member.

**3211 Business and Society (3)** Prereq: senior standing. Social roles of organizations whose primary function is the accumulation of profits; emphasis on current issues; historical development of business-society relationships.

**3280 Management Internship (3)** Prereq: junior or senior standing. May be taken for a max. of 6 sem. hrs. of credit. Students, supervised by a management faculty member and an approved business executive, will follow a predetermined schedule of activities while working for a business firm. Hands-on experience in the fields of management, human resource management, organizational behavior, small business management, entrepreneurship, and administrative practices.

**3320 Personnel: Human Resources (3)** Prereq: MGT 3200. Personnel functions, including planning, recruitment, selection, development, maintenance, and reward of employees; relationships with environment and employee associations.

**3321 Cases in Personnel and Labor Relations (3) S** Prereq: MGT 3500 and 3320. Recruitment, selection, training and development, compensation, labor relations, personnel planning, performance appraisal, and job analysis; emphasis on interrelationships among the various personnel functions.

**3500 Management and Organized Labor Relationships (3)** Impact of organized labor on personnel and management practices; emphasis on the nature of union organizations, union certification and decertification elections, contract administration, and government regulation of labor-management relationships.

**3511 Collective Bargaining in the Private Sector (3) F** Prereq: MGT 3500. Limitations placed on managerial prerogatives by collectively bargained agreements in the private sector.

**3512 Collective Bargaining in the Public Sector (3) S** Issues in public sector bargaining; aspects different from private sector bargaining.

**3830 Strategic Management (3)** Prereq: FIN 3715, MGT 3200, and MKT 3401. May be taken only during the final semester of course work. Non-business majors must have instructor's permission. Formulation of consistent business policies; maintenance of an efficient organization; actual cases used as basis for discussions and preparation of reports which call for executive decision making.

**4000 Analysis and Design of Management Information Systems (3) F** See QBA 4125.

**4113 Small Business Management (3) F** Prereq: senior standing. A multidisciplinary approach to small business; business start-ups, accounting, finance, marketing, management, promotion, layout, retail management, location analysis, and international small business.

**4114 Franchising Management (3) S** Prereq: senior standing. Understanding the franchising process; becoming a franchisor or franchisee; franchisor start-up, venture capitalist, finance, legal compliance, disclosure documents, franchise agreements, franchisee start-ups, franchisor-franchisee relationships, anti-trust laws, and international franchising.

**4322 Employee Selection and Placement (3) F** Prereq: QBA 2000; or equivalent. Staffing requirements, recruitment strategies, development and validation of selection procedures, classification and placement of personnel; problems associated with person-job matching; socialization of new employees.

**4323 Compensation Administration (3) S** Prereq: MGT 3320. Quantitative and nonquantitative methods of job evaluation; wage level, wage structure, incentive plans; issues of employee compensation.

**4420 Multinational Management (3)** Prereq: MGT 3200 or equivalent. Management concepts and philosophical bases for international management operations; environmental dynamics, multinational business organizations, cultural constraints, organizational structures and processes, and conceptual systems of international operations.

**4523 Government Regulation of Human Resource Management (3) F** Prereq: MGT 3320. Impact of federal legislation on human resource managers; hiring, retention, and promotion policies of employers.

**4620 Human Behavior in Organizations (3)** Prereq: MGT 3200. Behavioral sciences applied to understanding human dynamics in organizations; individual, interpersonal, group, and intergroup behavior as organizational variables; impact of human behavior on organizational dynamics and success.

- 473 MANAGEMENT PROBLEMS — PERSONNEL** 3 credits  
 (Student who has earned credit in 473 is ineligible to register for or earn credit in 471, 2.) Prerequisites: 342 or 443 and senior standing. Student applies modern management principles, practices and theory to an actual personnel problem in industry.
- 480/580 INTRODUCTION TO HEALTH-CARE MANAGEMENT** 3 credits  
 Prerequisites: upper-college or graduate standing (Students who are required to take 301 or 600 or have completed 301 or 600 or equivalent are ineligible to take this course for credit). Introductory course for health professionals providing in-depth study of management and principles and concepts as applied to particular health-care organizations and health-care delivery system. Topics covered include (a) physical resource management, (b) human resource management including motivation, leadership, supervision, communication practices, work group dynamics with emphasis on managing health-care professionals and resources of health-care organization, and (c) principles and techniques of decision making, planning, organizing and controlling in health-care setting. For those registered for graduate credit, a major research paper is required.
- 482/582 HEALTH SERVICES OPERATIONS MANAGEMENT** 3 credits  
 Prerequisites: upper-college standing and 301 or 480 and 322 and 323 or equivalents or graduate standing and 580 or 600 or equivalent and 601 or 602 or equivalents or permission of instructor. (Students who have completed 331 are ineligible to take this course for credit). Application of production and operations management concepts and techniques in health services organizations.
- 485/585 SPECIAL TOPICS IN HEALTH SERVICES ADMINISTRATION** 1-3 credits  
 Prerequisite: permission of instructor. Special topics in health services administration (e.g., management) focusing on historical and/or contemporary managerial organizational and/or policy/strategy issues as related to health-care organizations and health-care systems. Separate topics may be repeated for a maximum of six credits. For those registered for graduate credit, a major research paper is required.
- 490 BUSINESS POLICY** 4 credits  
 Prerequisites: senior standing (97 credits) and 301; 6200:202; 6400:371; 6600:300; and corequisites: 322; 6200:355; or 6500:323; and 6400:320 or 321, 322. Integrates the core business disciplines (accounting, economics, finance, management, marketing) through the use of case analyses. Student evaluates objective and strategy formulation from an administrative viewpoint.
- 491 WORKSHOP IN MANAGEMENT** 1-3 credits  
 (May be repeated with permission of instructor or department) Group studies of special topics in management. May not be used to meet undergraduate major requirements in management. May be used for elective credits only.
- 495 INTERNSHIP IN MANAGEMENT** 1-3 credits  
 Prerequisite: permission of instructor. On-the-job experience with cooperating private and public sector organizations. Individual assignments made by supervising faculty member. Periodic reports, term papers required as appropriate.
- 497 HONORS PROJECT** 1-3 credits  
 (May be repeated for a total of six credits) Prerequisite: senior standing in Honors Program. Individual senior honors thesis or creative project relevant to management approved and supervised by member of the department faculty.
- 499 INDEPENDENT STUDY: MANAGEMENT** 1-3 credits  
 Prerequisites: senior standing and permission of department head. Provides a means for individualized study in management from which student can derive significant value.
- 
- Graduate Courses**
- 600 MANAGEMENT AND PRODUCTION CONCEPTS** 3 credits  
 Quantitative, behavioral, systems approach to introduce management process, emphasizing production function. Designed for student who has not previously had courses in business.
- 601 QUANTITATIVE DECISION MAKING** 3 credits  
 Prerequisite: finite mathematics. Applies quantitative techniques to business decision making. Topics covered include probability estimation and hypothesis testing, simple and multiple regression and correlation analysis, analysis of variance and nonparametric statistics.
- 602 COMPUTER TECHNIQUES FOR MANAGEMENT** 3 credits  
 Introduction to the use of integrated spreadsheet software, database management software and the analysis and design of management information systems.
- 640 MANAGEMENT INFORMATION SYSTEMS** 3 credits  
 Prerequisite: 602 or equivalent. An introduction to systems design, management information systems, data base management; their relationships to problem solving and the organization. Cannot be taken in lieu of 6200:655.
- 641 APPLIED DATA MANAGEMENT** 3 credits  
 Prerequisite: 602. An in-depth examination of the treatment of data, from collection through organization and storage to data extraction and manipulation, including uses of online databases.
- 642 SYSTEMS SIMULATION** 3 credits  
 Prerequisite: 601, 602. Manufacturing or service sector systems are analyzed and modeled on a computer. Experimental designs, statistical significance of results, model verification and validation will be discussed.
- 643 EXPERT-SYSTEMS IN BUSINESS** 3 credits  
 Prerequisite: 641. Introduction to artificial intelligence in general and expert systems. Course provides hands-on experience in designing systems for business applications using engineering tools software.
- 644 MANAGERIAL DECISION SUPPORT SYSTEMS** 3 credits  
 Prerequisites: 6500:641. Examines decision support systems as an analytical tool in the current business environment. Business problems are analyzed and a DSS is designed and implemented.
- 645 ADVANCED MANAGEMENT INFORMATION SYSTEMS** 3 credits  
 A case-oriented course which examines the problems of managing the Corporate Information Systems activity as regarded by users, general management and IS management. Cannot be taken in lieu of 6200:655.
- 651 PRODUCTIVITY AND QUALITY OF WORKLIFE ISSUES** 3 credits  
 Prerequisite: 652 or permission of instructor. A comprehensive study of innovations in organizations designed to increase human satisfaction and productivity through changes in human management.
- 652 ORGANIZATIONAL BEHAVIOR** 3 credits  
 Prerequisite: 600 or equivalent. Study of factors which influence human behavior in business organizations. Emphasis on theories of individual and group behavior, motivation, leadership and communication in organizations.
- 653 ORGANIZATIONAL THEORY** 3 credits  
 Prerequisite: 652. Leadership styles in organized institutional setting; influence of these styles on individual, group behavior; organizational goal attainment. Analysis of leader's role in administrative process.
- 654 INDUSTRIAL RELATIONS** 3 credits  
 Prerequisite: 600. Study of rights and duties of management in dealing with labor and economic consequences of union and management policies and practices.
- 655 COMPENSATION ADMINISTRATION AND EMPLOYEE BENEFITS** 3 credits  
 Prerequisite: 600. A comprehensive approach toward the identification and resolution of pay and benefit problems facing business organizations in their internal and external labor markets.
- 656 MANAGEMENT OF INTERNATIONAL OPERATIONS** 3 credits  
 Prerequisite: 652 or equivalent. Deals with institutional environment of international business; parameters of international business system which hold the system together and which individual business people cannot materially alter.
- 657 THE LEADERSHIP ROLE IN ORGANIZATIONS** 3 credits  
 Prerequisite: 652. Analysis and development of leadership theory and thought. Identification of leaders in both formal and informal organizations. Training and development methods for leaders evaluated. Individual and small group field study assignments.
- 658 STRATEGIC HUMAN RESOURCES MANAGEMENT** 3 credits  
 Prerequisites: 600, 652, 654. The formulation, design and implementation of strategic human resource practices and systems for business organizations. Emphasis is on competitive cost advantages and productivity gains.
- 659 OPERATIONS AND STRATEGIC PLANNING** 3 credits  
 Prerequisites: 600, 601, 602 or equivalent. Long-range and short-term planning in organizations and linkage between the two. Planning models are presented of business and nonprofit organizations.
- 660 EMPLOYMENT DISCRIMINATION** 3 credits  
 Prerequisite: 652 or equivalent. An overview of discrimination procedures and prohibitions, affirmative action requirements, employee and employer disclosure and their application in human resources management.
- 662 QUANTITATIVE METHODS — OPERATIONS MANAGEMENT** 3 credits  
 Prerequisite: 601 or equivalent. Survey of basic techniques of operations research. Stresses application to functional areas of business with particular emphasis given to production and planning aspects.
- 663 APPLIED INDUSTRIAL STATISTICS I** 3 credits  
 Prerequisite: 601 or equivalent. Designs for survey sampling and estimation. Simple linear regression analysis, including inferences, aptness of the model and joint confidence intervals.
- 664 APPLIED INDUSTRIAL STATISTICS II** 3 credits  
 Prerequisite: 663. Applications of multiple regression including determining "best" set of independent variables, correlation models, analysis of variance models including multifactor models. Experimental designs including randomized block and Latin square designs.
- 671 ADVANCED OPERATIONS RESEARCH** 3 credits  
 Prerequisite: 662. Designed to present in more depth and breadth certain topics surveyed in 662, with emphasis on application of these techniques to student's own business situations.
- 672 MANUFACTURING AND OPERATIONS ANALYSIS** 3 credits  
 Prerequisite: 601 or equivalent. Provides an applications forum where skills gained in other manufacturing — quantitative areas of curriculum can be empirically utilized and applied.
- 673 QUALITY AND PRODUCTIVITY TECHNIQUES** 3 credits  
 Prerequisite: 601. Introduction to techniques for improving productivity and quality, including statistical process control (SPC), material requirements planning (MRP), just-in-time (JIT) inventory control and management of the program.
- 674 ADVANCED QUALITY AND PRODUCTIVITY TECHNIQUES** 3 credits  
 Prerequisite: 673. Examines advanced techniques in statistical process control, experimental design, determination of customer quality needs/customer service, product reliability/liability and management of quality systems.
- 675 MATERIALS MANAGEMENT** 3 credits  
 Prerequisite: 600. Surveys functions and explores opportunities for profit improvement and cost reduction in those functions integrated under the organizational concept of materials management.
- 676 MANAGEMENT OF PRODUCTION AND OPERATIONS** 3 credits  
 Prerequisites: 600, 602, 662. Surveys the management of resources required to transform inputs into products or services. Addresses issues related to services, materials, people and equipment utilized for production.
- 678 PROJECT MANAGEMENT** 3 credits  
 Provides working knowledge of tools and methods available to project managers including computerized analysis of network models to aid in the planning and control functions.
- 683 HEALTH SERVICES SYSTEMS MANAGEMENT** 3 credits  
 Prerequisite: 580 or 600 or equivalent or permission of instructor. Study of health services organizations, comparative delivery systems, the roles of third-party payors and government policy in health care. Seminar format; major research paper required.
- 686 HEALTH SERVICES RESEARCH PROJECT** 3 credits  
 Prerequisites: 580 or 600 or equivalent and 582 and co-requisite 683 or permission of instructor. In-depth field study in health services administration with applications of research and analysis skills. Course requires review of literature and a major research paper.
- 687 GRADUATE SEMINAR IN HEALTH SERVICES POLICY AND ADMINISTRATION** 3 credits  
 Prerequisites: 580 or 600 or equivalent and 582 and co-requisite 683 or permission of instructor. Advanced seminar; in-depth study of contemporary issues in health services policy and administration. Includes examination of macro-societal and micro-organizational issues. Major paper required.
- 688 INDEPENDENT STUDY IN HEALTH SERVICES ADMINISTRATION** 1-3 credits  
 (May not be repeated for more than three credits) Prerequisites: 580 or 600 or equivalent and 683 or permission of instructor. Independent study and research of a special topic of interest in health services administration (e.g., management), chosen by the student in consultation with and under the supervision of the instructor.
- 690 SELECTED TOPICS IN MANAGEMENT** 3 credits  
 (May be repeated for a total of six credits) Prerequisite: 652. Selected topics in historical, contemporary and/or operational and functional areas of management.
- 695 BUSINESS STRATEGY AND POLICY: DOMESTIC AND INTERNATIONAL** 3 credits  
 Prerequisite: to be final course in M.B.A. program. A case-oriented course which focuses on integration of theoretical and practical knowledge acquired in core business courses. Students analyze, evaluate, formulate organization objectives and strategies within domestic and international environmental contexts.
- 697 INDEPENDENT STUDY IN MANAGEMENT** 1-3 credits  
 (May be repeated for a total of three credits) Focus on special topics of study and research in management on an independent basis.