Korean

**Department of Foreign Languages, Literatures and Cultures**

**KOR 101.Elementary Korean I (4, 1). 4 credits. Offered fall.**

The fundamentals of Korean through listening, speaking, reading and writing. Practice in pronunciation and development of comprehension. One hour’s work a week in the language lab. If student has had two or more years of the language in high school he/she will not receive credit for the course.

**KOR 102. Elementary Korean II (4, 1). 4 credits. Offered spring.**

The fundamentals of Korean through listening, speaking, reading and writing. Practice in pronunciation and development of comprehension. One hour’s work a week in the language lab. If student has had two or more years of the language in high school he/she will receive credit for the course. **Prerequisite:** KOR 101.

**KOR 231. Intermediate Korean I. 3 credits. Offered fall semester.**

A thorough review of grammar, vocabulary building, conversation, composition and reading. **Prerequisite:** KOR 102 or permission of the instructor.

**KOR 232. Intermediate Korean II. 3 credits. Offered spring semester.**

A thorough review of grammar, vocabulary building, conversation, composition and reading. **Prerequisite:** KOR 231 or permission of the instructor.

Latin

**Department of Foreign Languages, Literatures and Cultures**

**LAT 101. Elementary Latin I. 4 credits. Offered fall.**

An introductory course for students who intend to acquire only a reading knowledge of classical and medieval Latin. Systematic study of the fundamentals of grammar. If student has had two or more years of the language in high school he/she will not receive credit for the course.

**LAT 102. Elementary Latin II. 4 credits. Offered spring.**

An introductory course for students who intend to acquire only a reading knowledge of classical and medieval Latin. Systematic study of the fundamentals of grammar. If student has had two or more years of the language in high school he/she will not receive credit for the course. **Prerequisite:** LAT 101.

**LAT 231. Intermediate Latin I. 3 credits each semester. Offered fall.**

An introduction to Latin literature. The further study of Latin grammar and the elements of Latin prosody are also presented. **Prerequisite:** LAT 102 or permission of the instructor.

**LAT 232. Intermediate Latin II. 3 credits. Offered spring.**

An introduction to Latin literature. The further study of Latin grammar and the elements of Latin prosody are also presented. **Prerequisite:** LAT 231 or permission of the instructor.

**LAT 446. Special Topics in Latin Literature. 3 credits.**

Study of a particular topic in Latin literature. It may cover all or specific Latin literature genre. May be repeated if content changes. **Prerequisite:** LAT 232 or permission of the instructor.

Learning, Technology and Leadership Education

**College of Education**

**LTLE 150. Information in Contemporary Society. 3 credits. Offered annually.**

Concerns the individual's need for information, especially that which will assist in solving problems related to everyday needs and interests and with the agencies and resources which can help to meet those needs. Will not count as social science course for teacher licensure.

**LTLE 240. Introduction to Human Resource Development. 3 credits.**

An introduction to the role and scope of human resource development with particular emphasis on required competencies for HRD professionals. Critical moral and ethical issues are introduced. **Prerequisite:** Must be declared HRD or educational media minor.

**LTLE 245. Leadership in Organizational Settings. 3 credits. Offered as needed.**

An examination of the principles of leadership and their application to group settings. Emphasis will be placed on the critical appraisal of the facets of leadership through the use of cases and readings. **Prerequisite:** Must be declared HRD or educational media minor.

**LTLE 332. Video Production. 1 credit. Offered fall.**

A basic understanding of the principles of video equipment along with skills in the use, set up and operation of editing applications.

**LTLE 336. Photography in Education. 1 credit. Offered fall and spring.**

An introduction to the use and operation of 35mm SLR and digital cameras. **Note:** All needed equipment will be supplied.

**LTLE 339. Production of Computer-based Material for Education. 1 credit. Offered spring.**

Creating educational material in a variety of media for computer-based presentations. Principles of creating visual messages will be examined.

**LTLE 370. Instructional Technology. 3 credits.**

Principles and procedures of a teaching/learning process designed to provide reliable, effective instruction to learners through systematic application of instructional technology. Includes selecting, producing, evaluating and utilizing nonprint media and equipment for application to instructional process.

**LTLE 372. Visual Literacy. 3 credits. Offered spring.**

This foundational course will cultivate the ability to evaluate and create conceptual visual representations. Students will practice the necessary critical attitude, principles, tools and feedback to develop their own high-quality graphics for learning and performance. Topics also include the impact of visual literacy on the learning process related to instructional design, instructional technology and information presentation.

**LTLE 374. Photography for Learning. 1 credit. Offered annually.**

Students will develop a basic understanding of the principles of photography, including the use of related digital equipment and the 35mm SLR camera. **Note:** All needed equipment will be supplied.

**LTLE 375. Selected Topics in Media. 1-3 credits. Offered summer.**

An in-depth study of a narrowly defined topic or practice in media. May be repeated for credit when course content changes.

**LTLE 376. Video for Learning. 1 credit. Offered annually.**

Students will develop an intermediate understanding of the principles of instructional video design, production and post-production editing including the use of related hardware and software. All needed equipment will be supplied.

**LTLE 378. Web Design for Learning. 1 credit. Offered annually.**

Students will develop an intermediate understanding of the principles of website design including the use of HTML and design templates. **Note:** Server space will be provided for one semester. Students may move their websites to another server space afterward.

**LTLE 380. Performance and Task Analysis in Human Resource Development. 3 credits. Offered as needed.**

Provides the basic skill level for students in the area of performance analysis and subsequent assessment. Particular emphasis is placed on actual analysis and assessment situations with application to program and curricular design. **Prerequisites:** Human resource development minor and LTLE 240.

**LTLE 385. Foundations of Instructional Design. 3 credits. Offered as needed.**

The purpose of this course is to apply instructional theory to the creation of instructionally sound education programs and materials.

**LTLE 400. LTLE Internship. 3 credits. Offered as needed.**

A structured internship experience designed to provide students with the opportunity to contribute within an actual workplace setting the role and scope of human resource development efforts. Minimum 400-hour experience approved by the program coordinator. Credit may not be earned for both LTLE 400 and 401. **Prerequisite:** Adviser permission required.

**LTLE 470. Diversity and International Human Resource Development. 3 credits. Offered as needed.**

The course prepares students for meeting the challenges presented by globalization and workforce diversity in HRD. Topics include the impact of increasing globalization and diversity on HRD and the workplace, cross-cultural communications, conflict resolution in diversity settings, global diversity management, ethics and cross-cultural leadership competencies. It examines and explores theories and techniques for dealing with institutional “isms” (e.g. multiculturalism, sexism, ageism). **Prerequisites:** LTLE 240 and LTLE 245; Must be a human resource development or educational media minor or major.

**LTLE 475. Seminar in Leadership. 3 credits. Offered as needed.**

Designed to provide senior-level students with the opportunity to face some of the dilemmas of leadership. Students will be encouraged to critically examine leaders and organizations to draw from real events the ambiguities of leadership. Course will involve extensive reading, case work and a range of guest speakers. **Prerequisite:** LTLE 245.

**LTLE 480. Learning in Adulthood. 3 credits. Offered as needed.**

A study of the learning processes of the adult learner with an emphasis on the use of related educational and 35mm SLR camera. **Note:** All needed equipment will be supplied.

**Learning, Technology and Leadership Education (Offered annually.**

**http://www.jmu.edu/catalog/12**
LTHE 485. Development of Materials and Programs. 3 credits. Offered as needed.

This course is designed to provide students with the basic skills necessary to design and develop performance-based training programs and courses. Emphasis will be placed on the actual design and development of training materials. Prerequisites: LTHE 240; LTHE 245; LTHE 370 and LTHE 380.

LTHE 490. Special Study in LTHE. 1-3 credits. Offered as needed.

Designed to provide in-depth and up-to-date exposure to the topics/issues pertinent to human resource development and allow students to explore topics of special interest in human resource development. Prerequisite: Permission of the instructor.

Management

College of Business

MGT 305. Management and Organizational Behavior. 3 credits.

Offered fall and spring.

A study of management functions, decision processes and human behavior in business organizations. Ethical and political considerations are addressed, as are behavioral science research and its applicability to understanding organizational behavior. Prerequisites: Junior standing (60 hours) and a cumulative 2.0 grade point average in all courses taken at JMU. Open only to non-business majors.

MGT 340. International Management. 3 credits. Offered fall and spring.

A comparative analysis of management styles and organizational effectiveness across cultural boundaries and within other political, legal and economic environments. Prerequisite: COB 300.

MGT 365. Human Resource Management. 3 credits. Offered fall and spring.

A study of employer-employee relationships in business and industry including personnel policies and methods; selection, placement, training and promotion of employees; and recent trends in employment practices. Prerequisites: COB 300 or PPA major (or minor), having completed PUAD or PPA 265.

MGT/MS 370. Quality Management. 3 credits. Offered every three years.

An introduction to the management of quality in organizations. Topics include statistical quality control, the design of quality management systems, implementation, measurement and management issues in quality programs. Prerequisites: COB 300 and junior standing.

MGT 372. Entrepreneurship. 3 credits. Offered fall and spring.

A survey of the field of entrepreneurship and entrepreneurs and their significance in the American free enterprise system. Emphasis will be on exploring the theoretical framework of the entrepreneurship process and the entrepreneurial personality. Prerequisite: COB 300.

MGT 375. Business Ethics and Social Responsibility. 3 credits.

Offered fall and spring.

This course explores the nature of moral values, moral judgments, and ethical decision and behaviors in modern business organizations. Alternative perspectives of right and wrong will be considered. A highly interactive course, students will analyze and discuss ethics-related current events, case studies, real-world scenarios and common ethical dilemmas in order to improve skills in recognition, understanding and decision-making related to business ethics and social responsibility at various organizational levels. This course is open to students in any COB major provided they meet the course prerequisites. Prerequisite: COB 300 or permission of the instructor.

MGT 390. Organizational Behavior. 3 credits. Offered fall and spring.

This course examines the determinants of work behavior in organizations. Topics to be covered include individual differences, work motivation, leadership and work values and attitudes. Issues of measurement, survey use and managerial application will be emphasized. Prerequisite: COB 300.

MGT 420. Management of Technology and Innovation. 3 credits.

Offered fall and spring.

This course will focus on the management of technology and innovation through an examination of technology transfer across industries, the evolution of technology, technology strategy, the innovation process within an organization and the management of research and development. The importance of product champions, lead-users and cross-functional teams is emphasized. Prerequisites: COB 300 and senior standing (90 hours).

MGT 425. Project Management. 3 credits. Offered fall and spring.

This course focuses on different techniques for managing many types of projects. The course addresses a variety of project management issues such as project prioritization, the use of management tools and techniques to plan and schedule projects, the role of the project manager, maximizing project team performance and management of complex projects. Prerequisites: COB 300 and senior standing (90 hours).

MGT 430. Team Management. 3 credits. Offered every three years.

This course focuses on the effective use of teams as vehicles for accomplishing organizational work (e.g., solving complex problems). The course addresses a variety of team management issues such as designing and structuring work teams and reward systems, diagnosing team functioning and process problems, resources utilization planning and interventions for improving team performance. Prerequisites: COB 300 and senior standing (90 hours).

MGT 450. Creativity and Innovation. 3 credits. Offered once a year.

Students will become aware of and develop their own creative potential while addressing the problems associated with building creative organizations and managing creative employees. Prerequisites: COB 300 and senior standing (90 hours).

MGT 460. Employment Law. 3 credits. Offered once a year.

This course provides students with an in-depth understanding of federal regulations, court decisions and public labor policies that influence employment decisions, employee and labor relations, and employee safety and health. Includes historical evolution of federal legislation relating to employment, the labor movement and the emergence of public sector bargaining. Explores the impact of regulations, court cases and union contracts on general business operations. Prerequisite: COB 300 and MGT 365.

MGT 462. Compensation, Benefits and Performance Management. 3 credits. Offered once a year.

This course focuses on the design of compensation systems as a means of effectively attracting and retaining workers, as well as the use of compensation as a performance management tool. Attention is given to the importance of both direct and indirect forms of pay and benefits. Case-based exercises are used as a tool to develop and apply relevant principles of compensation. Prerequisite: MGT 365.

MGT 463. Labor Relations. 3 credits. Offered every three years.

An examination of the field of labor relations including the evolution of the labor movement, the structure of unions, public labor policy and the emergence of public sector bargaining. Explores the impact of regulations, court cases and union contracts on general business operations. Prerequisite: MGT 365.

MGT 464. Industrial Psychology. 3 credits. Offered every three years.

Motivation of workers, leadership, work groups; measurement of job performance and job satisfaction. Prerequisite: MGT 365.

MGT 465. Senior Seminar in Human Resource Management. 3 credits.

Offered every three years.

A study of advanced personnel management theory and techniques. Topics include development and implementation of policy and procedures; new techniques in planning, administration and evaluation of human resources management in organizations; and research problems. Prerequisites: Senior standing, MGT 365 and at least nine hours from MGT 460, MGT 462, MGT 463, MGT 464, MGT 465, MGT 467 or MGT 468, or permission of the instructor.

MGT 466. Employee Training and Development. 3 credits. Offered once a year.

A study of training and development of human resources in organizations. Topics include design, development and evaluation of programs; adult learners; adult development, and career development programs in organizations. Prerequisites: MGT 365.

MGT 467. Management Consulting. 3 credits. Offered once a year.

This course gives students applied management consulting experience. Students will learn how to best use human capital in firms, and how to establish and maintain relationships with consulting clients. Prerequisite: MGT 365.

MGT 468. Staffing, Succession Planning and HR Metrics. 3 credits.

Offered once a year.

This course provides a study of staffing, such as how to identify the best candidates for a given job and how to identify and prepare future managers. Topics include planning, recruitment, selection, socialization of new employees, development of current employees and succession planning. Additionally, there is an emphasis on the use of metrics – analytical tools that can be used to improve the quality of managerial decision making about human capital. Prerequisite: MGT 365.

MGT 472. Venture Creation. 3 credits. Offered once a year.

The formulation, financing and operation of new ventures by individual entrepreneurs and entrepreneurial teams will be explored. The course will include a group term project designed to give the students clinical experience in the venture creation process. Prerequisites: COB 300 and MGT 372 or permission of the instructor.

http://www.jmu.edu/catalog/12

Course Descriptions 387