LTLE 480. Learning in Adulthood. 3 credits.
A study of the learning processes of the adult learner with an emphasis on adaptations of the instructional process to accommodate the differences inherent in the adult learning environment. Practical applications to actual adult learning situations are included.

LTLE 485. Development of Materials and Programs. 3 credits.
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: LTLE 240, LTLE 245, LTLE 370 and LTLE 380.

LTLE 490. Special Study in LTLE. 1-3 credits.
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

MGT 305. Management and Organizational Behavior. 3 credits.
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.
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.
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 285.

MGT/MS 370. Quality Management. 3 credits.
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.
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.
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.
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 398. Special Topics in Management. 3 credits.
This course is designed to allow students to explore areas of current topical interest or to exploit special situations. Course content will vary with each offering. Consult your adviser for current course content. Corequisites or prerequisites: COB 300 and junior or senior standing.

MGT 405. Topics in Management. 3 credits.
This course is designed to allow exploration of areas of current topical, or unique, interest, or to leverage special situations. Course content will vary. Consult your adviser for specific topics each semester when the course is offered. Course may be repeated for credit when topics vary. Prerequisite: cumulative 2.0 GPA in all courses taken at JMU. Open only to non-business majors.

MGT 420. Management of Technology and Innovation. 3 credits.
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.
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.
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.
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 MGT 365.

MGT 462. Compensation, Benefits and Performance Management. 3 credits.
This course focuses on the design of compensation systems as a means for 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.
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. Prerequisite: MGT 365.

MGT 464. Industrial Psychology. 3 credits.
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.
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 466, MGT 467 or MGT 468, or permission of the instructor.

MGT 466. Employee Training and Development. 3 credits.
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. Prerequisite: MGT 365.

MGT 467. Management Consulting. 3 credits.
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.
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.
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.

MGT 480. Organization Theory and Design. 3 credits.
Examines the theory and research underlying the design of complex organizations. Takes a macro approach to the study of organizations, placing particular emphasis upon the interaction between an organization and its environment and the impact that the environment has on organizational design, structure and processes. Prerequisites: MGT 340, MGT 365, MGT 390 and senior standing (90 hours).

MGT 481. Negotiation and Dispute Resolution. 3 credits.
The purpose of this course is to develop an understanding and effective improvement of participants’ skills in the areas of both business and interpersonal negotiations. Through case-based exercises, attention will be given to various strategies for negotiation including distributive, integrative, intra-organizational and multi-lateral bargaining. Additional applications include how negotiation skills can serve as tools for conflict resolution in the workplace and broader life experiences. Prerequisites: COB 300 and senior standing (90 hours).

MGT 490. Special Studies in Management. 1-3 credits.
Designed to give capable students in management an opportunity to complete independent study under faculty supervision. Prerequisites: Management major and senior standing (90 hours); recommendation of the instructor and written permission of the director prior to registration.

MGT 494. Management Internship. 3 credits.
A course providing an opportunity to work in and with local industry to gain insight into the real side of modern management. Prerequisites: Management major, senior standing (90 hours); recommendation of the instructor and written permission of the director prior to registration.

MGT 495. Human Resources Internship. 3 credits.
Internship in the area of human resource management as a generalist or in a specific area. Prerequisites: Management major, senior standing (90 hours), MGT 365, MGT 340 or MGT 390, minimum cumulative GPA of 2.800, recommendation of the instructor and written permission of the program director prior to registration.

MKTG 380. Principles of Marketing. 3 credits.
Deals with fundamentals involved in the marketing process; concerned with the functions, institutions and channels used to distribute goods and services from producer to consumer. Prerequisites: Junior standing and a cumulative 2.0 grade point average in all courses taken at JMU.

MKTG 384. Integrated Marketing Communications. 3 credits.
Integrated marketing communications includes advertising, sales promotions, packaging, public relations, publicity, personal selling, direct marketing and event sponsorship. Students will be involved in creating, planning, implementing and evaluating client-oriented projects by developing an integrated marketing communication campaign. Prerequisites or corequisites: COB 300 or MKTG 380 and admission to the marketing major.

MKTG 385. Consumer Behavior. 3 credits.
Deals with the behavioral science concepts of individual and group behavior of consumers. Stresses the application of consumer behavior research to marketing management. Prerequisite or corequisite: COB 300 or MKTG 380.

MKTG 386. Services Marketing. 3 credits.
Application of marketing principles to the services sector. The course focuses on review of customer demand for and assessment of services; the employee/customer interface; services operation management; review of the services marketing mix; and development of marketing plans for service organizations. Prerequisite: COB 300 or MKTG 380.

MKTG 388. Retail Marketing. 3 credits.
Study of the institutions of retailing, retailing research, selection of store location and layout, retail organizational structure, and merchandise planning and management. Retail store image, promotion, retail pricing, retail strategy and retail trends will be evaluated. Prerequisite: COB 300 or MKTG 380.

MKTG 405. Survey Research. 3 credits.
This course covers the techniques and principles, skills and activities that are required to conduct an effective survey project. The course will cover survey planning, survey methods, sampling, survey instrument design, data collection and analysis, and survey reporting. Survey findings are linked to future marketing decision making. Prerequisite: COB 300 or MKTG 380.

MKTG 420. Data Mining. 3 credits.
Examines database applications by which marketers can build a long-term, interactive relationship between their product/service and their customers. Study of the information-driven marketing process that enables marketers to develop, test, implement, measure and modify customized marketing programs and strategies. Prerequisites: COB 300 and MKTG 482.

MKTG 430. Professional Selling. 3 credits.
Provides an understanding of many aspects of professional selling including preparing for selling, selling techniques and the role of selling in our society. Prerequisite: COB 300 or MKTG 380.

MKTG 440. Retail Strategy and Buying. 3 credits.
This course examines merchandising as a major element in the marketing of consumer goods. The student will learn the software tools and formulas for merchandising strategy in a computer mediated environment and the basics of market centers and global sourcing. Prerequisite: COB 300 or MKTG 380.

MKTG 450. Business Marketing. 3 credits.
An analysis of the policies and procedures in marketing to business buyers. The course provides emphasis on special problems connected with the segmentation and target marketing, purchase, distribution, promotion and development of business-to-business goods and services. Prerequisite: COB 300 or MKTG 380, Corequisite: MKTG 465.

MKTG 460. Global Marketing. 3 credits.
Examines marketing in international environments, including foreign entry, local marketing in individual countries and global or standardized marketing across many countries. Emphasis is placed on cultural, economic and strategic variables in deciding how to enter and compete in various markets. Prerequisite: COB 300 or MKTG 380.

MKTG 465. CRM Technology for Sales Professionals. 3 credits.
The objective of this course is to introduce students to customer relationship management (CRM) technologies used in professional selling. Students will investigate sources of customer data, data management technology, and the use of customer information for professional selling. The course develops technology skills applicable in carrying out sales strategies. Prerequisite: MKTG 430. Corequisite: MKTG 450.

MKTG 466. Advanced Professional Selling. 3 credits.
The purpose of this class is to build on the selling skills first learned in MKTG 430. It will focus on enhancing existing skills and learning new ones in order to even better prepare students for a successful career in sales. In addition, students may be selected to compete in regional or national sales competition during the summer. Prerequisite: MKTG 430.

MKTG 470. Strategic Internet Marketing. 3 credits.
Studies the culture and demographics of the Internet and examines online business strategies. Students will learn the hardware and software tools necessary for Internet commerce, identify appropriate target segments, develop product opportunities, price structures and distribution channels over the Internet and execute marketing strategy in computer mediated environments. Prerequisites: COB 300 or MKTG 380 and MKTG 384 or permission of the instructor.

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