

ECU COURSE CATALOG

2025-2026 MANAGEMENT COURSES

MGMT-3013 Principles of Management 3 Credits

A STUDY OF THE MODERN ORGANIZATION, AND THE FUNDAMENTAL PROCESSES WHICH OPERATE TO MOVE THE ORGANIZATION AND ITS MEMBERS TOWARD OBJECTIVE ACCOMPLISHMENT. EMPHASIS IS GIVEN TO THE BASIC ADMINISTRATIVE ASPECTS, INCLUDING ESTABLISHING OF POLICY AND OBJECTIVES, COMMUNICATION, LEADERSHIP, MOTIVATION, ORGANIZATIONAL STRUCTURE, DECISION MAKING, AND CONTROL.

MGMT-3023 Project Management I 3 Credits

THE COURSE INTRODUCES STUDENTS TO THE TOOLS COMMONLY USED IN PROJECT MANAGEMENT AND THE PROJECT MANAGEMENT STANDARDS DEVELOPED BY THE PROJECT MANAGEMENT INSTITUTE (PMI). THE COURSE ALSO COVERS THE FOLLOWING PROJECT MANAGEMENT AREAS OF KNOWLEDGE: (1) THE PROJECT LIFECYCLE AND THE ORGANIZATION; (2) PROJECT MANAGEMENT PROCESSES FOR A PROJECT; (3) PROJECT INTEGRATION MANAGEMENT; (4) PROJECT SCOPE MANAGEMENT; (5) PROJECT TIME MANAGEMENT; AND, (6) PROJECT MANAGEMENT SYSTEMS USING MICROSOFT PROJECT. T

MGMT-3043 Human Resources Management 3 Credits

AN INTRODUCTION TO THE DEVELOPMENT, APPLICATION AND EVALUATION OF POLICIES, PROCEDURES, AND PROGRAMS FOR THE RECRUITMENT, SELECTION, DEVELOPMENT, AND UTILIZATION OF HUMAN RESOURCES IN AN ORGANIZATION. Required Previous: MGMT-3013 with a grade of C or higher or departmental approval.

MGMT-3063 Production/Operations Management 3 Credits

AN INTRODUCTION TO THE BASIC BUSINESS FUNCTION OF PRODUCTION AND OPERATIONS MANAGEMENT. THIS COURSE INCLUDES COMPUTER APPLICATIONS IN PROJECT MANAGEMENT, FORECASTING, AND RESOURCE ALLOCATION. THE STUDENT WILL STUDY A SYNTHESIS OF CONCEPTS AND TECHNIQUES THAT RELATE DIRECTLY TO PRODUCTIVE SYSTEMS AND ENHANCE THEIR MANAGEMENT. THIS MANAGEMENT ACTIVITY IS AIMED AT THE DIRECT RESOURCES REQUIRED TO PRODUCE THE GOODS AND/OR SERVICES PROVIDED BY AN ORGANIZATION. Required Previous: MGMT-3013 with a grade of C or higher or departmental approval.

MGMT-3103 Organizational Behavior 3 Credits

A STUDY OF THE HUMAN ASPECTS OF THE ORGANIZATION AND ITS RELATION WITH OTHER ORGANIZATION COMPONENTS. TOPICS INCLUDING LEADERSHIP MOTIVATION, JOB SATISFACTION, GROUP DYNAMICS, AND ORGANIZATION CLIMATE WILL BE EXAMINED. THIS COURSE NORMALLY OFFERED IN THE FALL SEMESTER ONLY. Required Previous: MGMT-3013 with a grade of C or higher or departmental approval.

MGMT-3213 Labor Relations Management 3 Credits

EMPHASIZES LABOR-MANAGEMENT COOPERATION. INCLUDES THE HISTORY, APPLICATION, AND INTERPRETATION OF LABOR LAWS; CERTIFICATION, CONTRACT NEGOTIATION, AND ADMINISTRATION; AND BEHAVIORAL ISSUES IN LABOR-MANAGEMENT RELATIONS. THIS COURSE NORMALLY OFFERED IN THE SPRING SEMESTER ONLY. Required Previous: MGMT-3013 or departmental approval.

MGMT-3433 Introduction to Leadership 3 Credits

THIS COURSE WILL INTRODUCE STUDENTS TO VARIOUS LEADERSHIP PRINCIPLES AND ENCOURAGE THEM TO DEVELOP SELF-AWARENESS OF THEIR OWN LEADERSHIP POTENTIAL AND THE SKILLS NECESSARY TO BECOME AN EFFECTIVE LEADER. TOPICS INCLUDE LEADERSHIP STYLES, DEVELOPING AND COMMUNICATION A VISION, MANAGING CONFLICT, EMBRACING DIVERSITY AND INCLUSION, AND ESTABLISHING A CONSTRUCTIVE CLIMATE-WITH A SPECIFIC EMPHASIS ON DEVELOPING THE UNIQUE STRENGTHS OF SELF AND OTHERS. Required Previous: MGMT-3013 with a minimum grade of C or departmental approval.

MGMT-4003 Recruitment, Selection, and Retention 3 Credits

THIS COURSE FOCUSES ON THE APPLICATION OF HUMAN RESOURCE MANAGEMENT PRACTICES SPECIFIC TO THE ACQUISITION AND RETENTION OF TALENT. TOPICS INCLUDE WORKFORCE PLANNING, RECRUITMENT PROCESSES, SELECTION METHODS, ONBOARDING TECHNIQUES, AND EMPLOYEE RETENTION STRATEGIES. Required Previous: MGMT-3043

MGMT-4013 Project Management II 3 Credits

THE COURSE COVERS THE FOLLOWING PROJECT MANAGEMENT AREAS OF KNOWLEDGE: 1) PROJECT QUALITY MANAGEMENT, 2) PROJECT RISK MANAGEMENT, 3) PROJECT HUMAN RESOURCES MANAGEMENT, 4) PROJECT COMMUNICATION MANAGEMENT, 5) PROJECT STAKEHOLDER MANAGEMENT, 6) PROJECT COST MANAGEMENT, 7) PROJECT PROCUREMENT MANAGEMENT, AND, 8) PROJECT KNOWLEDGE MANAGEMENT. THIS COURSE IS NORMALLY OFFERED IN THE SPRING SEMESTER ONLY. Required Previous: MGMT-3023 or departmental approval.

MGMT-4023 Project Management III 3 Credits

THE COURSE COVERS THE ADVANCED PROJECT MANAGEMENT SYSTEMS USED IN INDUSTRY AND INTEGRATES PRIOR PROJECT MANAGEMENT KNOWLEDGE THROUGH THE USE OF A COMPREHENSIVE CASE STUDY AND PROJECT PLANNING CURRICULUM. STUDENTS WILL PRESENT THEIR COMPREHENSIVE CASE STUDY PROJECT PLANS AND PROVIDE FEEDBACK ON LESSONS LEARNED. THIS COURSE IS NORMALLY OFFERED IN THE FALL SEMESTER ONLY. Required Previous: MGMT-4013 or departmental approval.

MGMT-4313 Compensation and Benefits 3 Credits

THIS COURSE EXAMINES HOW TO DEVELOP, SELECT, IMPLEMENT, ADMINISTER, AND EVALUATE COMPENSATION AND BENEFITS PROGRAMS FOR ALL EMPLOYEE GROUPS IN ORDER TO SUPPORT THE ORGANIZATION'S GOALS, OBJECTIVES, AND VALUES. THIS COURSE COVERS THE COMPENSATION AND BENEFITS TOPICS FOUND ON THE SHRM ASSURANCE OF LEARNING ASSESSMENT EXAM. THIS COURSE NORMALLY OFFERED IN THE FALL SEMESTER ONLY. Required Previous: MGMT-3013 or departmental approval.

MGMT-4323 Human Resources Training and Development 3 Credits

THIS COURSE FOCUSES ON THE DESIGN AND IMPLEMENTATION OF LEARNING AND DEVELOPMENT PROGRAMS THAT CONTRIBUTE TO INDIVIDUAL, GROUP, AND ORGANIZATIONAL EFFECTIVENESS. TOPICS INCLUDE NEEDS ASSESSMENT, LEARNING AND TRANSFER OF TRAINING, PROGRAM DESIGN, TRAINING EVALUATION, AND CAREER DEVELOPMENT. THIS COURSE COVERS THE HUMAN RESOURCES TRAINING AND DEVELOPMENT TOPICS FOUND ON THE SHRM ASSURANCE OF LEARNING ASSESSMENT EXAM. THIS COURSE NORMALLY OFFERED IN THE SPRING SEMESTER ONLY.

MGMT-4623 Leadership 3 Credits

THIS COURSE BEGINS WITH A PERSONAL EXPLORATION OF INDIVIDUAL LEADERSHIP ABILITIES BUILDING AN AWARENESS OF PREVIOUS HELD BELIEFS THAT SUPPORT OR HINDER THE DEVELOPMENT OF THE STUDENTS' LEADERSHIP POTENTIAL. THE COURSE INCLUDES SIGNIFICANT LEADERSHIP SKILLS INCLUDING COMMUNICATION, NEGOTIATION, CONFLICT RESOLUTION, MOTIVATION, RELATIONSHIP CREATION, COLLABORATION TECHNIQUES, AND CULTURE DEVELOPMENT. THE COURSE OUTCOME INCLUDES SYNTHESIZING THE ABOVE TOPICS INTO A VALUES BASED AUTHENTIC LEADERSHIP Required Previous: MGMT-3013 or departmental approval.

MGMT-4813 Pm - Project Management Professional (pmp) Certification Prep Course 3 Credits

THE COURSE REVIEWS THE PROJECT MANAGEMENT STANDARDS DEVELOPED BY THE PROJECT MANAGEMENT INSTITUTE (PMI) AND KNOWLEDGE AREAS OUTLINED IN A GUIDE TO THE PROJECT MANAGEMENT BODY OF KNOWLEDGE (PMBOK GUIDE).

MGMT-5043 Special Topics in Management (subject named in title listing) 3 Credits

IN DEPTH STUDY OF A SELECTED MANAGEMENT TOPIC. COURSE MAY BE REPEATED FOR CREDIT WHEN TOPICS VARY.

MGMT-5103 Introduction to Graduate Business Studies 3 Credits

THIS COURSE IS AN INTRODUCTION TO GRADUATE BUSINESS STUDIES. THIS CLASS PROVIDES NON-BUSINESS STUDENTS WITH A FUNDAMENTAL UNDERSTANDING OF BUSINESS CONCEPTS RELATED TO ACCOUNTING, ECONOMICS, FINANCE, AND MARKETING NEEDED TO BE SUCCESSFUL IN A GRADUATE BUSINESS PROGRAM.

MGMT-5203 Foundations of Management 3 Credits
FUNDAMENTAL CONCEPTS IN BUSINESS MANAGEMENT INCLUDING PLANNING, ORGANIZING, LEADING, AND CONTROLLING ARE EXPLORED THROUGH BOTH THEORETICAL AND APPLIED LENSES. STUDENTS WILL LEARN HOW TO APPLY MANAGEMENT THEORY AND BEHAVIORAL RESEARCH TO INFORM OPERATIONAL DECISIONS. COURSE TOPICS INCLUDE ORGANIZATIONAL STRATEGY AND STRUCTURE, MOTIVATION, LEADERSHIP, AND ORGANIZATIONAL CONTROL MECHANISMS.

MGMT-5503 Leadership and Organizational Behavior 3 Credits
THIS COURSE FOCUSES ON HOW MANAGERS AND LEADERS DEVELOP HUMAN CAPITAL IN ORGANIZATIONS. THIS COURSE COVERS THE METHODS THAT MANAGERS USE TO LEAD HIGH-PERFORMANCE EMPLOYEES AND TEAMS WHILE ALSO PROMOTING POSITIVE JOB ATTITUDES, JOB SATISFACTION, AND ORGANIZATIONAL COMMITMENT IN COMPLEX BUSINESS ENVIRONMENTS. COURSE TOPICS INCLUDE PERSONALITY AND VALUES, PERCEPTION AND DECISION MAKING, MOTIVATION CONCEPTS AND APPLICATIONS, GROUP AND TEAM BEHAVIOR, LEADERSHIP, AND ORGANIZATIONAL CULTURE. Required Previous: MGMT-5203 or departmental approval.

MGMT-5603 Managing in the Global Economy 3 Credits
THIS CLASS PREPARES STUDENTS TO UNDERSTAND AND MANAGE THE CHALLENGES ORGANIZATIONS FACE AS PARTICIPANTS IN TODAY'S GLOBAL ECONOMY. TOPICS INCLUDE AN OVERVIEW OF THE PROS AND CONS OF GLOBALIZATION; THE UNIQUE PROBLEMS FACED BY GLOBAL FIRST; THE GLOBAL ECONOMIC, SOCIAL, POLITICAL, CULTURAL, NATURAL AND LEGAL ENVIRONMENTS; GLOBAL INSTITUTIONS AND THEIR ROLES; GLOBAL BUSINESS STRATEGIES INCLUDING IMPORTING AND EXPORTING; JOINT VENTURE, FRANCHISING, AND SUBSIDIARIES; GLOBAL MANAGEMENT, MARKETING AND

MGMT-5703 Strategic Management 3 Credits
THIS COURSE USES THE STRATEGIC MANAGEMENT PROCESS TO TEACH STUDENTS HOW TO ANALYZE AN ORGANIZATION'S VISION, MISSION, CORE VALUES, AND STRATEGIC GOALS AND OBJECTIVES; CONDUCT AN INTERNAL AND EXTERNAL ANALYSIS OF THE ORGANIZATION, ITS INDUSTRY, AND ITS MACROENVIRONMENT; FORMULATE BUSINESS-LEVEL, CORPORATE-LEVEL, AND INTERNATIONAL STRATEGIES; AND IMPLEMENT THOSE STRATEGIES WITH THE OVERALL GOAL OF ACHIEVING A SUSTAINABLE COMPETITIVE ADVANTAGE. Required Previous: MGMT-5103 or departmental approval. MGMT-5703 is to be taken in the last semester prior to graduation.

MGMT-5953 Internship in Management 3 Credits
SPECIFIED BY EMPLOYER WITH CONSENT OF INSTRUCTOR AND DEPARTMENT CHAIR. PROVIDES EXPERIENTIAL LEARNING DURING WHICH THE STUDENT WORKS UNDER THE SUPERVISION OF A MANAGEMENT PRACTITIONER. THIS WORK EXPERIENCE MAY BE IN A SUPERVISORY, MANAGERIAL OR LEADERSHIP ROLE WITHIN BUSINESS. THE STUDENT IS IMMERSSED IN A VARIETY OF INTENSIVE WORK ASSIGNMENTS WITH INCREASED LEVEL OF RESPONSIBILITY. LIMITED TO STUDENTS ADMITTED TO THE MASTER OF SCIENCE IN MANAGEMENT PROGRAM.

MGMT-5981 Seminar in Management (Subject Named title listing) 1 Credit
DIRECTED INTENSIVE STUDY ON SELECTED PROBLEMS OR SPECIAL TOPIC. WORK MAY BE DONE IN ANY AREA OF MANAGEMENT.

MGMT-5982 Seminar in Management (Subject named in title listing) 2 Credits
DIRECTED INTENSIVE STUDY ON SELECTED PROBLEMS OR SPECIAL TOPIC. WORK MAY BE DONE IN ANY AREA OF MANAGEMENT.

MGMT-5983 Seminar in Management (Subject named in title listing) 3 Credits
DIRECTED INTENSIVE STUDY ON SELECTED PROBLEMS OR SPECIAL TOPIC. WORK MAY BE DONE IN ANY AREA OF MANAGEMENT.

MGMT-5984 Seminar in Management (Subject named in title listing) 4 Credits
DIRECTED INTENSIVE STUDY ON SELECTED PROBLEMS OR SPECIAL TOPIC. WORK MAY BE DONE IN ANY AREA OF MANAGEMENT.

MGMT-5991 Individual Study in Management (Subject named in title listing) 1 Credit
DIRECTED INTENSIVE STUDY ON SELECTED PROBLEM OR SPECIAL SUBJECT, BASED ON APPROVED OUTLINE OR PLAN; CONFERENCES, ORAL AND WRITTEN REPORTS. WORK MAY BE DONE IN ANY AREA OF MANAGEMENT.

MGMT-5992 Individual Study in Management (Subject named in title listing) 2 Credits
DIRECTED INTENSIVE STUDY ON SELECTED PROBLEM OR SPECIAL SUBJECT, BASED ON APPROVED OUTLINE OR PLAN; CONFERENCES, ORAL AND WRITTEN REPORTS. WORK MAY BE DONE IN ANY AREA OF MANAGEMENT.

MGMT-5993 Individual Study in Management (Subject named in title listing) 3 Credits
DIRECTED INTENSIVE STUDY ON SELECTED PROBLEM OR SPECIAL SUBJECT, BASED ON APPROVED OUTLINE OR PLAN; CONFERENCES, ORAL AND WRITTEN REPORTS. WORK MAY BE DONE IN ANY AREA OF MANAGEMENT.

MGMT-5994 Individual Study in Management (Subject named in title listing) 4 Credits
DIRECTED INTENSIVE STUDY ON SELECTED PROBLEM OR SPECIAL SUBJECT, BASED ON APPROVED OUTLINE OR PLAN; CONFERENCES, ORAL AND WRITTEN REPORTS. WORK MAY BE DONE IN ANY AREA OF MANAGEMENT.

MGMT-H3013 Honors-Principles of Management 3 Credits
A STUDY OF THE MODERN ORGANIZATION, AND THE FUNDAMENTAL PROCESSES WHICH OPERATE TO MOVE THE ORGANIZATION AND ITS MEMBERS TOWARD OBJECTIVE ACCOMPLISHMENT. EMPHASIS IS GIVEN TO THE BASIC ADMINISTRATIVE ASPECTS, INCLUDING ESTABLISHING OF POLICY AND OBJECTIVES, COMMUNICATION, LEADERSHIP, MOTIVATION, ORGANIZATIONAL STRUCTURE, DECISION MAKING, AND CONTROL.

MGMT-H3043 Honors-Human Resources Management 3 Credits
AN INTRODUCTION TO THE DEVELOPMENT, APPLICATION AND EVALUATION OF POLICIES, PROCEDURES, AND PROGRAMS FOR THE RECRUITMENT, SELECTION, DEVELOPMENT, AND UTILIZATION OF HUMAN RESOURCES IN AN ORGANIZATION. Required Previous: MGMT-3013 with a grade of C or higher or departmental approval.

MGMT-H3063 Honors-Production/Operations Management 3 Credits
AN INTRODUCTION TO THE BASIC BUSINESS FUNCTION OF PRODUCTION AND OPERATIONS MANAGEMENT. THIS COURSE INCLUDES COMPUTER APPLICATIONS IN PROJECT MANAGEMENT, FORECASTING, AND RESOURCE ALLOCATION. THE STUDENT WILL STUDY A SYNTHESIS OF CONCEPTS AND TECHNIQUES THAT RELATE DIRECTLY TO PRODUCTIVE SYSTEMS AND ENHANCE THEIR MANAGEMENT. THIS MANAGEMENT ACTIVITY IS AIMED AT THE DIRECT RESOURCES REQUIRED TO PRODUCE THE GOODS AND/OR SERVICES PROVIDED BY AN ORGANIZATION. Required Previous: MGMT-3013 with a grade of C or higher or departmental approval.

MGMT-H3103 Honors-Organizational Behavior 3 Credits
A STUDY OF THE HUMAN ASPECTS OF THE ORGANIZATION AND ITS RELATION WITH OTHER ORGANIZATION COMPONENTS. TOPICS INCLUDING LEADERSHIP MOTIVATION, JOB SATISFACTION, GROUP DYNAMICS, AND ORGANIZATION CLIMATE WILL BE EXAMINED. THIS COURSE NORMALLY OFFERED IN THE FALL SEMESTER ONLY. Required Previous: MGMT-3013 with a grade of C or higher or departmental approval.

MGMT-H4323 Honors-Human Resources Training and Development 3 Credits
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MGMT-H4623 Honors-Leadership 3 Credits
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LEADERSHIP SKILLS INCLUDING COMMUNICATION, NEGOTIATION, CONFLICT RESOLUTION, MOTIVATION, RELATIONSHIP CREATION, COLLABORATION TECHNIQUES, AND CULTURE DEVELOPMENT. THE COURSE OUTCOME INCLUDES SYNTHESIZING THE ABOVE TOPICS INTO A VALUES BASED AUTHENTIC LEADERSHIP Required Previous: MGMT-3013 or departmental approval.