

Department of Management

Stella E. Anderson, Chair and Associate Professor
Ph.D., Purdue University
Organizational Behavior

Robin T. Byerly, Associate Professor
Ph.D., The Florida State University
Business Policy and Social Responsibilities of Management

Betty S. Coffey, Associate Professor
Ph.D., University of Tennessee at Knoxville
Business Policy and Strategy

Joseph P. Daly, Professor
Ph.D., Northwestern University
Organizational Behavior

Jeremy B. Fox, Associate Professor
Ph.D., Virginia Polytechnic Institute and State University
Human Resource Management

Hugh D. Hindman, Professor
Ph.D., Ohio State University
Labor Relations, Human Resource Management

Jeffrey A. Krug, Associate Professor
Ph.D., Indiana University
Strategic and International Management

Richard W. Poudar, Associate Professor
Ph.D., University of Connecticut
Business Policy and Strategy

Lyle F. Schoenfeldt, Professor
Ph.D., Purdue University
Human Resource Management

Peter D. Villanova, Professor
Ph.D., Virginia Polytechnic Institute and State University
Human Resource Management

Jim Westerman, Associate Professor
Ph.D., University of Colorado, Boulder
Organizational Behavior and Human Resource Management

David R. Williams, Assistant Professor
Ph.D., University of Alabama at Birmingham
Health Care Management

The Department of Management offers course work at the graduate level in support of the Walker College of Business degree programs. Prerequisite to enrollment in a graduate course offered by the Department of Management is admission to a graduate program of study, admission to a graduate certificate program, or permission of the instructor and the departmental chair. In addition, enrollment in MBA courses requires permission of the MBA Program Director. A non-degree student must obtain permission from the Graduate School to enroll in 5000-level courses.

GRADUATE CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

The Department of Management offers a graduate certificate in Human Resource Management (330A/52.1001). For more information, contact the Cratis D. Williams Graduate School at (828) 262-2130, or visit our website at www.graduate.appstate.edu.

The Department of Management also participates jointly with the Department of Psychology to offer an interdisciplinary Master of Arts degree in Industrial- Organizational Psychology & Human Resource Management (258A/42.0901).

MASTER OF ARTS IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT

Major Code: 258A/42.0901

Prerequisites:

Baccalaureate degree from an accredited college or university.
General Psychology (3 s.h.)
Introduction to Statistics (3 s.h.)

Basic Criteria for Consideration:

Minimum requirement for admission:
(Undergraduate GPA X 400) + GRE-V + GRE-Q = 2100

Other Criteria for All Applicants:

Statement not exceeding two pages describing the applicant's academic and professional goals.
Resume or vita.
Three letters of recommendation.

Deadline:

1 March for Fall admission. No Spring admission.

Hours: 48 semester hours

General Psychology Core - Required Courses:

PSY	5020	Research Methods in Psychology.....	3
PSY	5030	Quantitative Methods in Psychology.....	3
PSY	5150	Pro-Seminar I: Learning and Cognition.....	3
PSY	5200	Pro-Seminar II: Social and Personality Psychology.....	3
SUBTOTAL HOURS.....			12

Functional Interdisciplinary Core - Required Courses:

MGT 5040	Employment Law	3
MGT 5160	Strategic Human Resource Management	3
PSY 5065/MGT 5065	Organizational Development	3
PSY 5660/MGT 5660	Staffing	3
PSY 5661/MGT 5661	Performance Management	3
PSY 5671/MGT 5671	Training and Development	3
PSY 5672/MGT 5672	Advanced Organizational Psychology	3
	SUBTOTAL HOURS	21

Thesis or Internship Requirement:

THESIS OPTION: (6 s.h.)

PSY 5998	Thesis Proposal (3 s.h.)
PSY 5999	Thesis (3 s.h.)

OR

INTERNSHIP OPTION: (6 s.h.) Select one of the following:

MGT 5900	Internship (6 s.h.)	
PSY 6900	Internship (6 s.h.)	
	SUBTOTAL HOURS	6

Electives:

Elective courses (5000 level or above)	9
SUBTOTAL HOURS	9
TOTAL HOURS	48

Thesis: Optional

Proficiency: Will be met by completion of PSY 5020.

Comprehensive: Each candidate will satisfactorily complete a comprehensive examination administered by the departmental advisor.

Product of Learning: None required

Capstone/Capstone Experience: Thesis or Internship

Seminar: None required

(For an explanation of the course prefixes used in the following list of courses, see the index.)

MANAGEMENT (MGT)

MGT 5040. Employment Law/(3).F.

An examination of regulation of employment relationships in statutory (state and federal), common, and administrative law. Topics will include regulation of hiring, compensation and benefits, termination, and workplace safety. Laws emphasized will include Title 7 of Civil Rights Act, Worker Compensation, Fair Labor Standards Act, and the Occupational Safety and Health Act.

MGT 5065. Organizational Development/(3).On Demand.

A study of the processes by which behavioral science knowledge and practices are used to help organizations achieve greater effectiveness. Emphasis on the nature, history, assumptions, strategies and models, intervention techniques, and ramifications of organizing development. (Same as PSY 5065.)

MGT 5150. Behavioral Applications in Business/(3).On Demand.

This course aims to give the student practice in applying concepts and techniques useful in solving managerial, organizational and human behavior problems. It will highlight current research and theoretical background in social sciences oriented to the solutions of business problems. Prerequisite: graduate standing.

MGT 5160. Strategic Human Resource Management/(3).S.

Designed as a capstone course in the interdisciplinary M.A. degree in Industrial- Organizational Psychology and Human Resource Management. A study of human resource policy and strategy and their application to the solution of strategic problems of the firm. Prerequisite: completion of 24 hours in an Appalachian graduate program.

MGT 5450. New Venture Management/(3).On Demand.

An examination of the requisites associated with successful development and implementation of innovative strategies and new ventures in both entrepreneurial and intreprenurial environments. Among the factors to be considered are the feasibility, operational planning, funding, initiation, and follow-through of innovative ventures. Prerequisites: admission to the MBA Program; CIS 5280; FIN 5020.

MGT 5500. Independent Study/(1-4).F;S.

MGT 5530-5549. Selected Topics/(1-4).On Demand.

MGT 5570. Compensation and Human Resource Management Systems/(3).F;S.

This course presents practical tools, methods, and a systems perspective to help advance students' understanding of human resource management. The course covers compensation, ben-

efits and related human resource functions such as performance appraisal, job analysis and selection practices. Prerequisite: MGT 3620. [Dual-listed with MGT 4570.]

MGT 5620. Managing the Global Workforce/(3).On Demand. Focuses on the impact of global competition and multinational status of an organization on the management of human assets. Topics include organizational context; global expansion and HR planning; international recruitment, selection, and repatriation; compensation of expatriates; performance management; and HR issues in international joint ventures and alliances.

MGT 5630. Labor Relations/(3).F;S.

A study of labor-management relations with emphasis on management's relations with organized labor. Lecture, discussion and cases are used to study the reasons employees join unions, the laws that apply, and the process of working out a labor contract after it is negotiated. Prerequisite: MGT 3620 or permission of the instructor. [Dual-listed with MGT 4630.]

MGT 5660. Staffing/(3).F.

A study of techniques used in employee selection and placement. Emphasis is on job and task analysis and the application of psychology in recruitment, biographical data, interviewing, work samples, assessment centers, rating scales, and testing. (Same as PSY 5660.)

MGT 5661. Performance Management/(3).S.

The study of methods used to describe and measure work behavior. Specific attention is given to developing competencies in job analysis and performance management in order to facilitate the evaluation of employee contributions to organizational success. (Same as PSY 5661.)

MGT 5671. Training and Development/(3).On Demand.

A study of the roles, functions, and skills of human resource development professionals. Consideration given to such topics as the philosophy and psychology of HRD, the design and implementation of training and development programs, and the major program areas and organizational settings for HRD. (Same as PSY 5671.)

MGT 5672. Advanced Organizational Psychology/(3).On Demand.

An examination of theory and research focused on individual and social processes in organizations. Topics include organizational research methods, job attitudes, mood, work stress, motivation, leadership, work groups and teams, prosocial behaviors, organizational culture and climate, and organizational theory and structure. (Same as PSY 5672.)

MGT 5700. Contemporary Issues in Management and Leadership/(3).On Demand.

This course is designed to explore theories and practical applications of management and leadership in organizational settings. The major emphasis is on building the managerial and leadership skills necessary to diagnose and provide remedies for organizational level problems. Subjects covered include: management, leadership, strategic vision, organizational culture and values, motivation and empowerment, teams, leading diversity, and leading organizational change. Prerequisite: MGT 3630 or MGT 3010. [Dual-listed with MGT 4700.]

MGT 5730. Small Business Institute/(3).On Demand.

The Small Business Institute provides graduate students an op-

portunity to act in a consulting capacity, under faculty supervision, in an operating small business. The purpose is to provide an experiential learning opportunity generally not available in the classroom. Each student is assigned to a business and is responsible for determining the source of the problem being addressed, proposing alternative solutions, and estimating the costs and benefits associated with implementing the proposed solutions. Prerequisites: acceptance into the MBA Program or graduate standing and permission of the instructor.

MGT 5770. Social Responsibilities of Management/(3).F;S.

A study of the economic, legal, political, and social environment within which business process takes place; how such environment affects the decisions managers must make. Prerequisite: MGT 3630 or MGT 3010. [Dual-listed with MGT 4770.]

MGT 5900. Internship/(6).SS.

A full-time work experience for a minimum of ten weeks in a setting expected to provide meaningful and challenging exposure to issues of human resource management. Prerequisites: admission to candidacy in the interdisciplinary masters program in Industrial-Organizational Psychology and Human Resource Management, and permission of the internship coordinator. Graded on an S/U basis.

MGT 5989. Graduate Research/(1-9).F;S.

This course is designed to provide access to University facilities for continuing graduate research at the master's and specialist's levels. Graded on an S/U basis. MGT 5989 does not count toward a degree.

HEALTH CARE MANAGEMENT (HCM)

HCM 5530-5549. Selected Topics/(1-4).On Demand.

Prerequisite: HCM 3110 or permission of the instructor. [Dual-listed with HCM 4530-4549.]

HCM 5550. Health Care Policy/(3).On Demand.

This course will examine the process by which health care policy is proposed, formulated, implemented and modified. The political process and the role of constituencies to the health policy-making process will be examined. Specific examples of major health policy issues will be drawn from federal and state sectors and will focus on personnel, financing and health care program development. Specific critical policy issues will be examined through case studies. Prerequisite: HCM 3110 or permission of the instructor. [Dual-listed with HCM 4550.]

HCM 5560. Managed Care/(3).On Demand.

This course describes the basic concepts and incentives of risk as applied to health insurance. The principles of third party payment and health insurance in the form of managed care are explained in detail. The course emphasizes how health care managers interact with managed care organizations to include contract negotiations, utilization review and reimbursement management. Prerequisite: HCM 3110 or permission of the instructor. [Dual-listed with HCM 4560.]

HCM 5570. Health Care Financing/(3).F.

This course focuses on a variety of public and private third party mechanisms for financing health care services. A review shall be made of the various trends and constraints associated with each mechanism. Particular attention shall be paid to the role of private health insurance and government reimbursement mechanisms for health services. Prerequisites: HCM 3110, HCM 3130, FIN 3680,

or permission of the instructor. [Dual-listed with HCM 4570.]

HCM 5910. Health Law/(3).On Demand.

This course is designed to provide students with a background in law as applied to health care organizations and health professionals. Particular emphasis is placed on the basis of liability of public and private hospitals, other health care service organizations, and health care personnel. Other topics include contracts, torts, duties, and administrative agency regulations unique to health care services organizations. Prerequisite: HCM 3110 or permission of the instructor. (Same as LAW 5910.) [Dual-listed with HCM 4910.]

HCM 5950. Seminar in Health Care Management/(3).F;S.

This is a capstone course that integrates all COB core and HCM course material through case and scenario analyses. The course will require students to apply concepts of accounting, financial management, marketing, business planning, operations management and strategic management specifically to the unique environmental, regulatory, legal, ethical and professional demands of the health care industry. Prerequisites: HCM 3110, HCM 3130; or permission of the instructor. [Dual-listed with HCM 4950.]