

# MANAGEMENT

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## **BUL 5810 Legal Environment of Business 3 Credits**

**Grading Scheme:** Letter Grade

American legal system, sources of law, adjudication, legal nature of corporation, major areas of state and federal corporate law, state and federal regulation of business, legal aspects of ethical and social responsibility of business; intellectual property, employment law, torts and contracts.

## **BUL 5811 Law, Ethics, and Organizations 2 Credits**

**Grading Scheme:** Letter Grade

Designed for M.B.A. students. Law governing relationships with corporation and between corporation and social, political, and ethical environment. Business and the Constitution, litigation and dispute resolution, agency and forms of business organization, state and federal regulation of corporations and securities.

## **BUL 5832 Commercial Law for Accountants 2 Credits**

**Grading Scheme:** Letter Grade

Legal ramifications of business transactions. Basic transactional areas to be studied include contracts, sales, and secured transactions. Brief review of accountants' legal liability.

**Prerequisite:** level 5–M.Acc.

## **BUL 6441 Business Ethics and Corporate Social Responsibility 2 Credits**

**Grading Scheme:** Letter Grade

Designed for advanced master's students in business administration. Ethical issues managers face in business organizations.

## **BUL 6516 Law of Real Estate Transactions 2 Credits**

**Grading Scheme:** Letter Grade

Introduction to legal aspects, including basic concepts of real estate law, landlord-tenant relations, commercial leasing, multi-unit real estate interests, real estate finance, and sale of real estate. Analysis of legal aspects of real estate development, including impact of zoning and environmental laws, land improvement, and real estate syndication.

## **BUL 6841 Employment Law 2 Credits**

**Grading Scheme:** Letter Grade

Designed for master's students in business. Law related to employment and employees in business organizations.

## **BUL 6852 International Business Law 2 Credits**

**Grading Scheme:** Letter Grade

Designed for M.B.A. students. Legal aspects of managing the international business environment.

## **BUL 6905 Individual Work 1-5 Credits, Max 10 Credits**

**Grading Scheme:** Letter Grade

Reading and/or research in business law.

**Prerequisite:** consent of instructor.

## **BUL 6930 Special Topics 1-3 Credits, Max 9 Credits**

**Grading Scheme:** Letter Grade

Topics not offered in other courses and of special current significance.

**Prerequisite:** consent of instructor.

## **ENT 6006 Entrepreneurship 2 Credits**

**Grading Scheme:** Letter Grade

Practical, hands-on understanding of the stages of the entrepreneurial process. Focuses on the decision-making process in a start-up company.

## **ENT 6008 Entrepreneurial Opportunity 2 Credits**

**Grading Scheme:** Letter Grade

Introduces non-business graduate students to entrepreneurship and the entrepreneurial process.

## **ENT 6116 Business Plan Formation 2 Credits**

**Grading Scheme:** Letter Grade

Professional development and preparation of a company business plan. Full analysis of the plan and outside evaluation and ranking.

**Prerequisite:** None.

## **ENT 6416 Venture Finance 2 Credits**

**Grading Scheme:** Letter Grade

Capital structure and financing needs of start-up companies. Valuation of nonpublicly traded companies. Intellectual property.

## **ENT 6506 Social Entrepreneurship 2 Credits**

**Grading Scheme:** Letter Grade

Process of starting, financing, assessing and managing succession of mission-based for-profit and not-for-profit ventures.

## **ENT 6616 Creativity in Entrepreneurship 2 Credits**

**Grading Scheme:** Letter Grade

Explores the fundamental tools used to make both individuals and organizations more creative and innovative.

## **ENT 6621 Strategy and Disruption in Technology Industries 2 Credits**

**Grading Scheme:** Letter Grade

Explores the strategic issues related to the management of new technologies and business systems. Considers how firms successfully enter existing industries, how they can manage technological innovations, and the market failures that the technology can address. Defines technology broadly to include not only "high tech" industries but also technical and managerial innovations in traditional manufacturing and service industries.

## **ENT 6905 Individual Work in Entrepreneurship 1-4 Credits, Max 8 Credits**

**Grading Scheme:** Letter Grade

Individual work in an Entrepreneurship related topic.

## **ENT 6930 Special Topics 1-4 Credits, Max 16 Credits**

**Grading Scheme:** Letter Grade

Rotating topics in special topics in entrepreneurship-related fields of study.

## **ENT 6933 Entrepreneurship Lecture Series 1-4 Credits, Max 8 Credits**

**Grading Scheme:** Letter Grade

Explores opportunity recognition, business planning, capital sourcing, growth and harvest. Provides a background necessary for students interested in careers in start-up ventures, high-growth firms, business consulting or venture capital. Introduces students to resources in the entrepreneurial arena and provide a forum for networking and career development.

## **ENT 6946 Entrepreneurial Consulting Project 2 Credits**

**Grading Scheme:** Letter Grade

To teach entrepreneurship by working through real problems of real companies. To teach team dynamics, goal setting, and project management in an unscripted environment. To aid the economy by producing value-adding solutions to business problems.

## **ENT 6950 Integrated Technology Ventures 1-4 Credits, Max 8 Credits**

**Grading Scheme:** Letter Grade

Teams of engineering, business, and law students work together to commercialize UF developed technology. Objectives include commercialization of University of Florida technology through teaching entrepreneurship while attempting to commercialize a real technology, teaching team dynamics, goal setting, and project management.

## **ENT 7932 Entrepreneurship 3 Credits**

**Grading Scheme:** Letter Grade

Entrepreneurship

**GEB 5114 Entrepreneurship and Venture Finance 3 Credits****Grading Scheme:** Letter Grade

Entrepreneurial processes. Exploration of boom in world economies. Participation in entrepreneurial culture.

**GEB 6366 Fundamentals of International Business 2 Credits****Grading Scheme:** Letter Grade

Complexities of extending the market to more than a single nation/state. Impact on multinational corporation of different cultures and languages, multiple legal systems, national and global capital markets, foreign exchange, and political issues.

**Prerequisite:** designed for M.B.A. students.**MAN 5245 Organizational Behavior 3 Credits****Grading Scheme:** Letter Grade

Relationships among the individual administrator and supervisors, the employees supervised, and associates at a comparable level in the organization.

**Prerequisite:** designed for M.B.A. students.**MAN 5246 Organizational Behavior 2 Credits****Grading Scheme:** Letter Grade

Designed for M.B.A. students. Behavior of individuals, groups, and organizations. Understanding organizations, how they work, and the people in them. Concepts presented in relation to core managerial competencies.

**MAN 6149 Developing Leadership Skills 2 Credits****Grading Scheme:** Letter Grade

Designed for master's students in business administration. Concepts of leadership theory and methods to improve skills.

**MAN 6266 Managing Groups and Teams in Organizations 2 Credits****Grading Scheme:** Letter Grade

Composing, developing, and motivating teams. Inter- and intra-team processes. Assessing barriers to effectiveness. Interventions to overcome team problems.

**Prerequisite:** MAN 5246 or equivalent.**MAN 6331 Compensation in Organizations 2 Credits****Grading Scheme:** Letter Grade

Designed for M.B.A. students. Relevant practical and theoretical information regarding design of reward systems that support organizational strategies.

**MAN 6365 Organizational Staffing 3 Credits****Grading Scheme:** Letter Grade

Overview of human resource selection. Recruitment, job analysis, psychometrics, criterion measurement, development and evaluation of selection devices, and practical applications.

**Prerequisite:** MAN 5245.**MAN 6366 Organizational Staffing 2 Credits****Grading Scheme:** Letter Grade

Designed for M.B.A. students. Personnel selection. Foundations of job analysis, measurement, and selection techniques. Psychometric principles, analyzing job requirements, and assessing relevant human characteristics. Assessing individual contributions to organizational effectiveness.

**MAN 6375 Human Capital Analytics 2 Credits****Grading Scheme:** Letter Grade

Covers statistical concepts, strategies, and examples for analyzing people-related data. HR metrics and organizational people-related data are useful information for identifying trends and patterns to make effective business decisions.

**Prerequisite:** QMB 3250 or QMB 5304 or QMB 5305 or QMB 6358 or undergraduate managerial statistics.**MAN 6446 Negotiations 3 Credits****Grading Scheme:** Letter Grade

Theory and skills of negotiation and conflict resolution.

**Prerequisite:** designed for M.B.A. students.**MAN 6447 Art and Science of Negotiation 2 Credits****Grading Scheme:** Letter Grade

Designed for advanced master's students in business administration. Theory and processes of negotiation as practiced in variety of settings. Understanding behavior of individuals, groups, and organizations in competitive situations.

**MAN 6635 International Aspects of Human Resource Management 2 Credits****Grading Scheme:** Letter Grade

Designed for master's students in business administration. Perspectives of a multinational firm.

**MAN 6636 Global Strategic Management 2 Credits****Grading Scheme:** Letter Grade

Designed for master's students in business administration. Strategic issues facing global and multinational organizations.

**MAN 6637 Global Strategic Management 3 Credits****Grading Scheme:** Letter Grade

Analyzes how firms compete in the multinational and global environment.

**Prerequisite:** designed for master's students in business administration.**MAN 6721 Business Policy 3 Credits****Grading Scheme:** Letter Grade

Integrating and applying the various functional and support areas of business administration. Business policy making and administration from the general manager's perspective.

**Prerequisite:** all MBA required courses. Designed for M.B.A. students.

Taken the last semester before graduation.

**MAN 6724 Strategic Management 2 Credits****Grading Scheme:** Letter Grade

Designed for M.B.A. students and taken the last semester before graduation. Complex strategic questions that confront general managers. Approaches learned in other courses combined with material particular to strategic management. Approaches used to formulate and implement overall strategies that allow firms to obtain and sustain competitive advantages while creating shareholder wealth.

**MAN 6900 Capstone Project 2 Credits****Grading Scheme:** Letter Grade

Analyzing a global company using a series of questions in three strategic module assignments. Explicit questions in the assignments are designed to help students define the company, analyze the industry in which it operate, perform an internal analysis of the company/division, and define the strategies and company organization.

**Prerequisite:** MIB student**MAN 6905 Individual Work in Management 1-5 Credits, Max 10 Credits****Grading Scheme:** Letter Grade

Reading and/or research in management.

**Prerequisite:** departmental approval.

**MAN 6910 Supervised Research 1-5 Credits, Max 5 Credits****Grading Scheme:** S/U

Supervised Research

**MAN 6930 Special Topics 1-3 Credits, Max 12 Credits****Grading Scheme:** Letter Grade

Topics not offered in other courses and of special current significance.

**Prerequisite:** consent of instructor/department.**MAN 6940 Supervised Teaching 1-5 Credits, Max 5 Credits****Grading Scheme:** S/U

Supervised Teaching

**MAN 6973 Project in Lieu of Thesis 1-4 Credits, Max 4 Credits****Grading Scheme:** Letter Grade

Project in Lieu of Thesis

**MAN 7058 Affect, Cognition, and Organizational Decision Making 1-4 Credits****Grading Scheme:** Letter Grade

This course is about human cognition and emotions, and specifically about the scientific study of human cognition and emotions as they are related to organizational studies. The main topic of this course is the mental events and knowledge encountered in the workplace and used in activities such as forming impressions of others, explaining their behavior, and understanding how our attitudes relate to our decision making and behaviors.

**Prerequisite:** Department only & instructor consent.**MAN 7108 Seminar in Research Concepts and Methods in Management 1-4 Credits****Grading Scheme:** Letter Grade

Design, execution, and evaluation of research in organizational behavior, human resource management, strategic management, and organization theory.

**Prerequisite:** consent of instructor.**MAN 7109 Seminar in Motivation, Attitudes and Leadership 1-4 Credits****Grading Scheme:** Letter Grade

Various motivation theories, including expectancy and equity theories. Job satisfaction and other work attitudes, and their effects on individuals and organizations.

**MAN 7208 Seminar in Contemporary Approaches to Entrepreneurship and Organizations 1-2 Credits****Grading Scheme:** Letter Grade

This course addresses contemporary views of organizations including topics associated with market entry and exit, and industry dynamics.

**MAN 7249 Org Behavior 3 Credits****Grading Scheme:** Letter Grade

Org Behavior

**MAN 7267 Seminar on Groups and Teams Research 1-2 Credits****Grading Scheme:** Letter Grade

Emerging research on groups and teams in organizations. Classic and contemporary theories and research on team composition and team performance.

**MAN 7328 Seminar on Staffing and Selection 1-3 Credits****Grading Scheme:** Letter Grade

Theory and methods that organizations use to staff their positions.

**MAN 7778 Seminar in Behavioral Approaches to Strategy 1-2 Credits****Grading Scheme:** Letter Grade

Addresses how organizations make decisions to cope effectively with their environments. Theory and research on the behavior of individuals and groups, including how cognition, perceptions, knowledge, and social networks affect organizational performance.

**MAN 7779 Seminar in Strategic Processes, Innovation, and Entrepreneurship 1-2 Credits****Grading Scheme:** Letter Grade

Theories and Research on how organizations implement strategic choices and change. Content includes decision making, corporate governance, innovation, and entrepreneurship.

**MAN 7934 Org Res Methods Sem 4 Credits****Grading Scheme:** Letter Grade

Org Res Methods Sem

**MAN 7935 Strategic Management 3 Credits****Grading Scheme:** Letter Grade

Strategic Management

**MAN 7979 Advanced Research 1-12 Credits****Grading Scheme:** S/U

Research for doctoral students before admission to candidacy. Designed for students with a master's degree in the field of study or for students who have been accepted for a doctoral program. Not appropriate for students who have been admitted to candidacy.

**MAN 7980 Research for Doctoral Dissertation 1-15 Credits****Grading Scheme:** S/U

Research for Doctoral Dissertation