

MANAGEMENT

Human Resources Management or Operations Management
For students ADMITTED to Leeds PRIOR to Fall 2011

The Management Area of Emphasis addresses the effective management of people, organizations, operations, information, and technology to improve the performance of diverse private and public organizations. A management emphasis provides students with the managerial skills necessary for success in entry-level positions, and builds foundations for success in management positions of greater responsibility, authority, and leadership. Students completing the management area of emphasis are viewed by potential employers as having the broad-gauged education required in the team-oriented, horizontally organized, and globally competitive environments of the 21st century. The management area of emphasis prepares students for careers managing people, operations, information, and technology, and can serve as a strong complement to a second area of emphasis.

Management students must choose one of two tracks: the first emphasizes human resource management, and the second focuses on the management of operations.

HUMAN RESOURCE MANAGEMENT TRACK

The human resource management track provides students with the knowledge and skills necessary to earn certification in human resources from the Society of Human Resources, the principal professional society in the field. Graduates are qualified to act as human resource generalists in small, medium, and large companies; specialists in organizations with focused human resource units; or well-rounded general managers in any organization. There are three required courses in the HR Management track:

HR Management Required Courses	Semester Hours
MGMT 3030 Critical Leadership Skills	3
MGMT 4000 Strategic Management (Same as MGMT 4850)	3
MGMT 4850 Strategy*	3

*There are two versions of this course: Strategy: Enabling and Sustaining Competitive Advantages. And Strategy: IT-enabled Competitive Advantages. The former has more emphasis on corporate strategy while the latter on IT. Either will satisfy the track requirement.

If you took MGMT 4000, DO NOT TAKE MGMT 4850—Choose any other MTMT course.

In addition, students in the HR Management track must complete three of the following courses:

HR Management Elective Courses	Semester Hours
MGMT 4010 Redefining the Employee-Employer Relationship	3
MGMT 4020 Hiring and Retaining Critical Human Resources	3
MGMT 4030 Managing Employee Reward Systems	3
MGMT 4040 Individual, Team, and Organizational Development	3

Students focusing on HR are also encouraged to take INBU 4300 International Management as a business elective.

OPERATIONS MANAGEMENT TRACK

The principal function of any organization is the efficient creation and delivery of products and services to its customers (operations). The operations management track focuses on this creative process and identifies how organizations use productivity, quality, flexibility, timeliness, and technology to compete and prevail in their markets. Students graduating from the operations management track will have a broad understanding of the importance of operations in the success of any organization, and will be qualified to serve in entry-level line management positions and as general managers later in their careers. There are three required courses in the Operations Management track:

Operations Management Required Courses		Semester Hours
<u>Old Course Number</u>	<u>New Course Number</u>	
MGMT 3030	Critical Leadership Skills	3
MGMT 4000	Strategic Management (Same as MGMT 4850)	3
OPIM 3030	Management of Service Operations (Now MGMT 3100)	3
MGMT 4850	Strategy*	3

*There are two versions of this course: Strategy: Enabling and Sustaining Competitive Advantages. And Strategy: IT-enabled Competitive Advantages. The former has more emphasis on corporate strategy while the latter on IT. Either will satisfy the track requirement.

If you took MGMT 4000, DO NOT TAKE MGMT 4850—Choose any other MTMT course.

In addition, students in the Operations Management track must complete three of the following courses:

Operations Management Elective Courses		Semester Hours
<u>Old Course Number</u>	<u>New Course Number</u>	
OPIM 4050	Supply Chain Management (Now MGMT 4110)	3
OPIM 4060	Managing Business Processes (Now MGMT 4120)	3
MGMT4080	Sustainable Operations (Now MGMT 4130)	3
OPIM 4080	Project Management (Now MGMT 4140)	3

Students focusing on Operations are also encouraged to take MGMT 4150 International Operations as a business elective.