

MANAGEMENT AND QUANTITATIVE METHODS (MQM)

250 State Farm Hall of Business
Business.IllinoisState.edu

Interim Chairperson: Roberta Trites

Graduate Faculty: Balasubramanian, Bantham, Barelka, Choudhury, Datta, Devinatz, Downes, Dustin, Engler, Foreman, Galloway, Goodman, Hemmasi, Hartman, Hoelscher, Jawahar, Jia, Lahiri, Liu, Lust, Martinez, Noel, Radhakrishnan, Ribbens, Ringer, Salegna, Sheep, Thompson, Winkel.

Description and requirements for the Master of Business Administration degree are listed under the College of Business.

Program Offered

Graduate Certificate in Organizational Leadership*

The graduate certificate in organizational leadership provides students with a graduate-level experience in the topic of organizational leadership and addresses critical elements of the leadership function in contemporary organizations. The certificate consists of four courses in leadership: MQM 482 Principles of Leadership, MQM 483 Advanced Topics in Leadership, MQM 484 Building High Performance Organizations, and MQM 486 Strategic Thinking and Problem Solving.

*This certificate does not accept applications in every year. For information on availability, contact Rick Ringer by e-mail at rcringer@ilstu.edu.

Management and Quantitative Methods Courses

323 HUMAN RESOURCES MANAGEMENT

3 sem. hrs.

Principles and procedures relating to human resource management, including staffing, appraisal, training, compensation, and other programs for business and other organizations. Pre-requisite: Grade of C or better in MQM 220.

324 INDUSTRIAL RELATIONS MANAGEMENT

3 sem. hrs.

Managing employment relations and work conditions. Emphasis on negotiating, administering labor agreements, and impact of collective bargaining on managerial practice. Pre-requisite: Grade of C or better in MQM 220.

349 BUSINESS IN A MULTI-CULTURAL ENVIRONMENT

3 sem. hrs.

Business operations in a multi-cultural environment. Relationship between the business process and social attitudes, values, ideologies, and customs with special emphasis on Asia, Latin America, and the Middle East.

354 COMPENSATION MANAGEMENT

3 sem. hrs.

Compensation subsystem as a vital component in establishing a workplace system that stimulates employee performance. Prerequisite: Grade of C or better in MQM 323.

356 FOUNDATIONS OF HUMAN RESOURCE DEVELOPMENT

3 sem. hrs.

Examines theoretical foundations of human resource development and includes employee orientation, technical training, career development, management development, and diversity training.

384 LEADERSHIP: DECISION MAKING AND PLANNING

3 sem. hrs.

A consideration of managerial decision making in organizations. Specific emphasis on strategic, program, and operational level planning decisions, techniques, and systems. Pre-requisite: Grade of C or better in MQM 221 or concurrent registration.

423 ADVANCED HUMAN RESOURCES MANAGEMENT

3 sem. hrs.

Advanced study of selected contemporary issues in human resources management. Emphasis on critical investigation of current personnel research and practices. Prerequisite: MBA 421.

426 SEMINAR IN MANAGEMENT

3 sem. hrs.

Significant issues related to the management of people as well as management functions or processes. Topics include: behavioral science and management, employee motivation, leadership, interorganizational conflict, organization development, organizational change, organizational culture, ethics and social responsibility, human resource management, and project management. May be taken more than once if content is different (see the following topics). Offered irregularly. Prerequisite: MBA 421.

426A15 SEMINAR IN EMPLOYEE RELATIONS

3 sem. hrs.

Examines organizational conflicts resulting from interpersonal communication, group interaction, workplace violence, and diversity. Present topics as well as ways to resolve the conflict. Prerequisite: MBA 421.

426A16 PROJECT MANAGEMENT FUNDAMENTALS

3 sem. hrs.

Designed to provide the basic concepts and techniques of project management, focusing scope management, project time management, and project cost management. Prerequisite: MBA 421.

426A17 ADVANCED PROJECT MANAGEMENT
3 sem. hrs.

Builds upon the topics covered in the prerequisite course by using an applied seminar format to focus contemporary project management issues. Prerequisite: MQM 426A16.

426A18 DYNAMICS OF NEGOTIATION
3 sem. hrs.

This course facilitates understanding of negotiation skills in a variety of problems faced by managers and leaders in business contexts. Prerequisite: MBA 421.

482 ORGANIZATIONAL LEADERSHIP
3 sem. hrs.

An in-depth examination of leadership including the impact of leadership on organizations and the characteristics of effective leadership. Prerequisite: MBA 421 or consent of the instructor.

483 APPLIED ORGANIZATIONAL LEADERSHIP
3 sem. hrs.

An applied study of leadership including an examination of leadership, including leadership and change, leadership and culture, and team leadership. Prerequisite: MQM 482 or consent of the instructor.

484 BUILDING HIGH PERFORMANCE ORGANIZATIONS
3 sem. hrs.

A study of high performance organizations, including the importance of leadership, motivation, engagement, and human resources practices. Prerequisite: MQM 482 or consent of the instructor.

486 STRATEGIC THINKING AND PROBLEM SOLVING
3 sem. hrs.

An examination of the role of organizational leaders as strategic thinkers, decision makers, and problem solvers. Prerequisite: MQM 482 or consent of the instructor.

497 RESEARCH METHODOLOGY
3 sem. hrs.

The procedure, techniques, and application of research methods in business. Problem analysis, measurement techniques, experimental design considerations, and report presentation. Analytical methods, including classical hypothesis testing, nonparametric tests, analysis of variance, linear and multiple regression, and multivariate statistics. Prerequisite: Grade of B or better in MQM 406 or proficiency examination in statistics.

498 PROFESSIONAL PRACTICE: INTERNSHIP/COOPERATIVE EDUCATION IN MANAGEMENT OR INTERNATIONAL BUSINESS
1-3 sem. hrs.

Refer to the Index for General Courses. Practical experience by employment in a position involved with the management of business activities, including the analysis of business decision situations. Prerequisites: MBA majors with 12 credits or more of core courses; cumulative graduate GPA of 3.2 or higher; MBA 421 or equivalent; and consent of the department chairperson.

498A01 PROFESSIONAL PRACTICE: INTERNSHIP/COOPERATIVE EDUCATION IN INTERNATIONAL BUSINESS
1-3 sem. hrs.

Refer to the Index for General Courses. Practical experience by employment in a position involved with the management of business activities, including the analysis of business decision situations. Prerequisites: MBA majors with 12 credits or more of core courses; cumulative graduate GPA of 3.2 or higher; MBA 421 or equivalent; and consent of the department chairperson.

499 MASTER'S THESIS
1-6 sem. hrs.

Refer to the Index for General Courses.