

## MANAGEMENT

### Management

College of Business  
Department of Management  
150 Morris Hall • 507-389-2966  
Web site: [www.mgmt.mnsu.edu](http://www.mgmt.mnsu.edu)

Chair: Miles Smayling

Queen Booker, Kathy Dale, Brenda Flannery, Marilyn Fox, Kim Hinrichs, Jon Kalinowski, John Kaliski, Rakesh Kawatra, Sung Kim, Howard Miller, Claudia Pragman, Buddhadev Roychoudhury, Paul Schumann, Timothy Scott, Dooyoung Shin

The primary objective of the Department of Management is to offer a program of study with the aim of developing the technical, analytical and conceptual skills for future professionals of the private and public sectors. Provides the student with fundamental principles and practices of effective management. Emphasis is placed on organizational functioning within changing socio-cultural, economic, legal and political environments. Students may select and complete one or more of the following areas: general management, human resource management, and management information systems.

Admission to a Major in the College of Business

Admission to a major in the College of Business typically occurs at the beginning of the student's junior year. The student may choose to pursue a degree in one or more of the following COB majors: Accounting, Finance, International Business, Management, or Marketing. Multiple criteria will be considered for admission to a major in the College of Business. Admission is competitive; meeting minimum requirements does not guarantee admission. Deadlines for application are: October 1 for Spring Semester and March 1 for Fall Semester.

Criteria Considered for Admission to a Major in the College of Business

1. Grade Point Average: minimum 2.7.
2. Credits and Courses: 33 completed credits of the 44 general education requirements; completion of the following courses: COM 101 (COMS 110 for MIS majors) MATH 112, ACCT 200, BLAW 200, MGMT 200, Second Year Experience 201, ECON 201, ECON 202, ECON 207, and ACCT 210

#### MANAGEMENT BS

Required General Education Courses (7 credits):

ECON 201 Principles of Macroeconomics (3)  
MATH 112 College Algebra (4)

Required Lower Division Courses (22-23 credits):

COMS 101 Introduction to Microcomputers (3)\*  
MGMT 200 Introduction to MIS (3)

ACCT200 Financial Accounting (3)

ACCT210 Managerial Accounting (3)

ECON 202 Principles of Macroeconomics (3)

ECON 207 Business Statistics (4)

BLAW 200 Legal, Political & Regulatory Environment of Business (3)

MGMT 201 Second Year Experience (0)

\*MIS majors choose COMS 110 (4)

Required Upper Division Courses (20 credits):

MGMT 305 Business Ethics Fundamentals (1)

MRKT 310 Principles of Marketing (3)

MGMT 330 Principles of Management (3)

FINA 362 Business Finance (3)

IBUS 380 Principles of International Business (3)

MGMT 346 Production and Operations Management (3)

FINA 395 Personal Adjustment to Business (1)

MGMT 481 Business Policy and Strategy (3)

Required for Major (Options, 21-38 credits):

Select at least one of the following options:

GENERAL MANAGEMENT OPTION

MGMT 440 Human Resource Management (3)

MGMT 444 Organization Design (3)

MGMT 459 Management Information Systems (3)

MGMT 480 Human Behavior in Organizations (3)

Pick any three of the following:

MGMT 385 Introduction to Management Science (3)

MGMT 443 Entrepreneurship (3)

MGMT 447 Management: Special Topics (3)

MGMT 482 Business, Society and Ethics (3)

MGMT 497 Internship (3)

ACCT310 Management Accounting I (3)

MGMT 449 Quality Management (3)

MGMT 472 Information Technology Project Management (3)

HUMAN RESOURCE MANAGEMENT OPTION

MGMT 440 Human Resource Management (3)

MGMT 441 Staffing (3)

MGMT 442 Compensation Management (3)

MGMT 445 Training and Development (3)

MGMT 480 Human Behavior in Organizations (3)

Choose at least six credits of the following:

MGMT 498 Internship (3)

ECON 403 Labor Economics (3)

FINA 466 Employee Benefit Planning (3)

ACCT310 Management Accounting I (3)

HLTH488 Worksite Health Promotion (3)

MET 423 Ergonomics and Work Measurement (4)

BLAW 452 Employment and Labor Law (3)

Required Minor: None.

MANAGEMENT INFORMATION SYSTEMS OPTION

Required (Core, 18 credits):

MGMT 385 Introduction to Management Science (3)

MGMT 440 Human Resource Management (3) OR

MGMT 444 Organization Design (3)

MGMT 458 Corporate Information Systems (3)

MGMT 476 Decision Support System (3)

MGMT 477 Computer Performance Modeling (3) OR

MGMT 473 Enterprise Resource Planning (ERP) (3)

MGMT 471 Wireless Networks (3)

OR

MGMT 472 Information Technology Project Management (3)

Required (Computer Information Science, 20 credits):

COMS 212 Fundamentals of Computer Science II (4)

COMS 380 Systems Analysis and Design (4)

COMS 340 Database Management Systems I (4)

Choose two of the following courses:

COMS 362 Introduction to Data Communication and Networking (4)

COMS 371 Applications Programming (4)

COMS 430 Artificial Intelligence (4)

COMS 440 Data Management Systems II (4)

COMS 462 Communication Protocols (4)

COMS 463 Client/Server and Web Applications (4)

COMS 481 Rapid Application Development (4)

Required Minor: None.

Recommended: Internship

An internship can be a valuable addition to your educational experience. Please see the Management Internship Coordinator for internship opportunities for advanced professional growth.

HUMAN RESOURCE MANAGEMENT MINOR

Required for Minor (18 credits):

MGMT 330 Principles of Management (3)

MGMT 440 Human Resource Management (3)

MGMT 441 Staffing (3)

MGMT 442 Compensation Management (3)

MGMT 445	Training and Development (3)
MGMT 480	Human Behavior in Organizations (3)

## MANAGEMENT MINOR

Required for Minor (21 credits):

COMS 101	Introduction to Microcomputers (3)
MGMT 200	Introduction to MIS (3)
MGMT 330	Principles of Management (3)
MGMT 440	Human Resource Management (3)
MGMT 444	Organization Design (3)
MGMT 480	Human Behavior in Organizations (3)

Choose one of the following:

MGMT 441	Staffing (3)
MGMT 442	Compensation Management (3)
MGMT 443	Entrepreneurship (3)
MGMT 447	Management: Special Topics (3)
MGMT 449	Quality Management (3)
MGMT 459	Management Information Systems (3)
MGMT 482	Business, Society and Ethics (3)

Minnesota State Mankato's Nursing Home Administration Track for Licensure in the State of Minnesota:

A license is required to administer a nursing home in each of the 50 states.

In order to complete all academic course work for licensure, students must complete one class from each subpart (of which there are eight) and a practicum. Program consists of 24-25 credits.

- Subpart 1 - Organizational Management: HLTH 659, Health Care Administration or MGMT 330, Principles of Management
- Subpart 2 - Managerial Accounting: ACCT 210, Managerial Accounting
- Subpart 3 - Gerontology: GERO 200, Aging: Interdisciplinary Perspectives or SOC 4/504, Sociology of Aging
- Subpart 4 - Health Care and Medical Needs: HLTH 4/555, Health and Aging or NURS 340, Gerontological Nursing
- Subpart 5 - Nursing Facility Services, Programs and Issues, Subpart 7 - Regulatory Management: GERO 4/580, Nursing Home Administration
- Subpart 6 - Human Resources: POLS 4/563, Public Personnel Administration or MGMT 440, Human Resource Management or POLS 662, Seminar: Human Resource Management
- Subpart 8 - Information Uses: MGMT 200, Introduction to MIS
- Practicum: GERO 4/698, Practicum: Nursing Home Administration

## POLICIES/INFORMATION

Management Information Systems (MIS) is a cross disciplinary field of study which combines the technical aspects from computer science with the resource management techniques from business. To reflect this cross disciplinary nature of the field, there are two MIS programs at Minnesota State Mankato: one is offered in the Department of Computer and Information Sciences; the other is offered in the Department of Management. Students who have an interest and an aptitude for the technical aspects of MIS should consider the Management Information Systems major in the Department of Computer and Information Sciences; students who have an interest and an aptitude for the resource management component of MIS should consider the Management major, MIS option in the Department of Management. Students pursuing either MIS program will be required to thoroughly study both the technical and non-technical aspects of MIS.

Academic Advising: Students will initially receive their advising from the professional advisors in the College of Business Advising Center. When a student applies to the College of Business, he/she will be assigned a faculty advisor in the major area of study. Questions regarding the assignment of advisors can be answered in the College of Business Advising Center, 151 Morris Hall, telephone: 389-2963.

Information Technology Initiative: Students with a major or minor in the College of Business are required to obtain a notebook computer with a standard set of applications from the Campus Computer Store at Minnesota State Mankato. Students who are majoring in other colleges may be able to enroll in non-notebook classes as they are offered. For further information, please

refer to the College of Business section at the front of this bulletin.

## College of Business Policies

Students who are business minors, non-business majors or those who are not seeking a four year degree may take up to 24 credits in the College of Business. Students must be admitted to a College of Business to be granted a Bachelor of Science degree in any College of Business major.

Residency: Transfer students must complete a minimum of 30 resident credits at the upper division (300-400) level in the College of Business at Minnesota State Mankato.

Transfer students pursuing a major or minor in the College of Business must complete at least 50% (one-half) of their major or minor coursework at Minnesota State Mankato.

GPA Policy: Students must earn a minimum grade point average of 2.0 (C) on the total courses taken in the College of Business and an overall 2.25 GPA to meet graduation requirements.

P/N Grading Policy: No more than one-fourth of a student's major shall consist of P/N grades.

Assessment Policy: The College of Business believes that the ongoing assessment of its programs makes a vital contribution to the quality of those programs and to student learning. Student participation is an important and expected part of the assessment process.

Internships: Students are encouraged to participate in business and industrial organizations through internship programs. Internships are available during the junior and senior years. Students interested in internships should interview early with the internship coordinator for enrollment in this program.

Student Organizations Delta Sigma Pi is a coeducational business fraternity organized to further the camaraderie of business students and professionals. Delta Sigma Pi provides members the opportunity to network with current business students and alumni throughout the United States.

The Human Resource Management Club is an accredited member of the Society for Human Resource Management. HRMC is in direct contact with human resource executives through conferences, meetings and social events. All majors are welcome.

The Management Information Systems Club brings together students with common interests in the application of information systems to management problems. All students are welcome.

The Council of Student Business Organizations (COSBO) which is comprised of the presidents of the nine organizations and the college representative to the Student Senate, works directly with the Dean's office in the coordination of activities of the various organizations and sponsors activities of their own.

## COURSE DESCRIPTIONS

## MGMT 200 (3) Introduction to MIS

This course explores information systems which assist management in planning, directing and controlling the activities of an organization. Primary emphasis is placed on analysis, design and implementation of systems which generate information for managerial purposes. This course includes the application of database management and spreadsheet processing systems.

Pre: COMS 101 or equivalent or COMS 211 and COMS 212 F,S

## MGMT 201 (0) Second Year Experience

F,S

## MGMT 305 (1) Business Ethics Fundamentals

Students will learn how to identify ethical issues in business, to analyze ethical issues using moral principles, and to make recommendations to resolve the issue. Students are strongly encouraged to register for this class the semester following admission to a major in the College of Business.

Pre: Admission to a COB major

## MGMT 330 (3) Principles of Management

## MANAGEMENT

This course examines basic management concepts and principles, their historical development, and their application to modern organizations. Topics covered include planning, organizing, decision making, leadership, control, and organizational change. In addition, the course includes an introduction to business ethics and social responsibility, human resource management, organizational design and organizational behavior.

Pre: COB Junior Standing F, S

### MGMT 346 (3) Production & Operations Management

This course engages students in the study of the operations management function in manufacturing and service organizations. Students learn how to apply the basic analytical models to operation decisions involving topics such as scheduling, production technology, inventory management, quality assurance, just-in-time production, and others.

Pre: ECON 207 F, S

### MGMT 385 (3) Introduction to Management Science

This course introduces a scientific approach to modeling and solving managerial decision problems. It includes such topics as linear and integer programming, network models, waiting-line models, simulation analysis, and decision theory.

F, S

### MGMT 440 (3) Human Resource Management

This course examines the effective management of the human resources of organizations. Topics include analyzing jobs and writing job descriptions; recruiting and hiring of applicants; complying with employment law; managing promotions, quits, and layoffs; employee training and development; evaluating job performance; determining compensation; and managing human resources in a unionized environment.

F, S

CD-Related

### MGMT 441 (3) Staffing

Students learn how to hire the best talent available using sound professional methods. Students design and present legally defensible recruiting and screening techniques for jobs they have analyzed.

Pre: MGMT 440 F, S

CD-Related

### MGMT 442 (3) Compensation Management

The focus of this course is operating an effective, efficient, legal and responsible system for compensating one's employees. Includes the workings of labor markets, analyzing jobs, finding the market value for jobs, designing a pay structure, appraising performance, setting individual pay, determining benefits, occupations requiring special pay programs.

Pre: MGMT 440 F, S

CD-Related

### MGMT 443 (3) Entrepreneurship

The course is an active learning course where students are immersed in the process of starting a new enterprise. In managing their entrepreneurial projects, students conceptualize and develop business plans that include self assessment, industry and market analyses, a marketing plan, human resource management, and financial analyses and projections. Students have contact with other business professionals and entrepreneurs via field trips, guest speakers, and the end-of-term entrepreneurial fair held on campus.

F

### MGMT 444 (3) Organization Design

This course provides an understanding of the processes that cause organizations to be structured in various forms. The impact on size, technology, strategy, culture, and environmental conditions on structure are examined. The internal processes of power, conflict, culture, and organizational transformation are

also emphasized.

Pre: MGMT 330 F, S

### MGMT 445 (3) Training & Development

Students design and deliver training by assessing client needs, defining learning outcomes, choosing effective methods, training, and evaluating results.

Pre: MGMT 440 F, S

### MGMT 447 (3) Management: Special Topics

Special topics as requested by students.

Pre: MGMT 330 Variable

### MGMT 448 (3) Operations Planning & Control

This course covers the needs of managers in profit or non-profit organizations who are engaged in planning and control functions. The course also focuses on the use and application of emerging technologies in a global, competitive environment.

Pre: MGMT 346 Variable

### MGMT 449 (3) Quality Management

This course covers essential topics in modern quality management within manufacturing and service organizations from a managerial perspective, including quality planning, culture, customer focus, leadership, vendor relations, the use of statistical quality control tools and software as well as behavioral issues in the improvement of process and product/service quality.

Prereq: ECON 207 or equivalent F

### MGMT 451 (3) Advanced Topics in POM

This course covers recent developments and trends in operations management. The emphasis is on such issues as JIT, GT, FMS, CIM, Concurrent Engineering, DFM, and Optimized Technology. Case studies and industrial projects will be used to illustrate the implementation aspects of the subjects covered. POM software applications are also emphasized.

Pre: MGMT 346, MGMT 385 Variable

### MGMT 452 (3) Operations Strategy

Capstone course covering strategic issues in Operations Management, and their practical consequences for policy making. The emphasis is on (a) understanding how manufacturing interacts with other business functions, e.g. marketing, accounting, and finance, and (b) determining how the manufacturing function can contribute to the success of the firm.

Pre: MGMT 346 Variable

### MGMT 455 (3) Dynamics of Negotiations

This course has three major objectives. Firstly, it introduces students to the analytical concepts necessary for effective business negotiations. Secondly, it provides a variety of applications that illustrate the importance of negotiations to management. Finally, the course provides students with the opportunity to practice business negotiation skills through a variety of experiential exercises.

Variable

### MGMT 458 (3) Corporate Information Systems

This course will provide conceptual frameworks and a practical guideline for understanding how information technologies can provide a competitive advantage, how to identify strategic information systems (SIS) opportunities and risks, how to manage organizational strategic information systems applications, and how to sustain such a competitive advantage in a global market.

S

### MGMT 459 (3) Management Information Systems

This course is designed to prepare students to design and develop personal computer based information systems for management control and decision making using end-user software including spreadsheets and data base management systems. Students will design and develop several information systems as group projects.

Pre: MGMT 200, MGMT 330 F, S

**MGMT 471 (3) Wireless Networks**

This course will cover topics such as: cellular systems, personal communication services, wireless LANs, SMR (specialized mobile radio), infrared and microwave-base communication services including geostationary satellites, LEOS, MEOS and specialized satellite services, VSAT systems, direct broadcasting, meteor burst communication systems, mobile (sea and land) based networks. Issues such as transmission methodologies (FDMA, TDMA, CDMA), routing LMDS, channel allocation, addressing and naming, locating mobile users, user authentication, privacy, security, bandwidth auctioning methods, and system expansion and transition over time.

Pre: Senior in MIS Variable

**MGMT 472 (3) Information Technology Project Management**

Software project management encompasses the knowledge, techniques, and tools necessary to manage the development of software products. This curriculum module discusses material that managers need to create a plan for software development, using effective estimation of size and effort, and to execute that plan with attention to productivity and quality. Within this concept topics such as risk management, alternative lifecycle models, development team organization, and management of technical people will also be discussed.

Pre: Senior in MIS Variable

**MGMT 473 (3) Enterprise Resource Planning (ERP)**

This course evaluates several critical facets of e-commerce including business models, developing a competitive advantage, rapid deployment and change management, evaluation of system architecture, security including firewall technology, role of channel partners, and existing and emerging internet technologies. A project is included with the course, which includes the development of Internet accessible database using Access 2000 and FrontPage 2000 with shopping cart software to enable secure payment capabilities and a product offering with interactive shopping capabilities.

Pre: MGMT 200 Variable

**MGMT 476 (3) Decision Support System**

In the course of their decision activities, managers work with many pieces of knowledge and have to make informed decisions based on this knowledge. This course is designed to introduce students to the various decision making techniques and explore the techniques required for automating such activities among knowledge workers in an organization.

Pre: MGMT 385 F

**MGMT 477 (3) Computer Performance Modeling**

An important function performed by IS professionals is the characterization and estimation of a computing system's performance and capacity for a known benchmark. This course provides an overview of primary modeling techniques to estimate server utilizations, system throughputs, and system response times. Students will develop a series of analytic and simulation based models.

Pre: MGMT 485 S

**MGMT 480 (3) Human Behavior in Organizations**

Concepts, theories, and empirical research on organizational behavior are studied. Models and tools for diagnosing situations, individual behavior, group behavior, intergroup conflicts, supervisory problems and organizational change are analyzed.

Pre: MGMT 330 F, S

**MGMT 481 (3) Business Policy & Strategy**

MGMT 481 is an integrative course for COB majors. Its emphasis is on understanding the role of a general manager, which should include an operations and international component.

Pre: MGMT 330, MGMT 346, FINA 362 and IBUS 380 F, S

**MGMT 482 (3) Business, Society & Ethics**

Students learn how to apply moral principles to analyze ethical dilemmas in business. Students also learn how to argue for or against government regulation of business. Topics covered include bribery, anti-competitive business practices, pollution, product safety, marketing ethics, employee rights, sexual

harassment, discrimination and affirmative action, conflicts of interest, and insider trading.

F, S

CD-Related

**MGMT 483 (3) Ethics in Business**

This course examines the meaning and relevance of business ethics to organizations in a diverse and globally competitive marketplace. It covers ethical theory, corporate social responsibility, ethical sales tactics, honesty in advertising, ethical duties to consumers, moral rights of employees, and business and professional codes of ethics.

Variable

**MGMT 484 (3) Leadership**

This seminar-style course centers around using case studies to study the interactions among leaders, followers, and specific leader situations through classic literature and film case studies supplemented with contemporary leadership readings. Theoretical and practical frameworks will be used to explore themes including moral leadership, followership, power and authority, gender and cultural issues, leader communication and language, importance of contextual opportunities and threats, and the manifestation of leader and/or follower cause/vision.

**MGMT 491 (1-3) In-Service**

Variable

**MGMT 497 (1-9) Internship**

Supervised experience in business, industry, state or federal institutions. P/N only.

F, S

**MGMT 498 (1-3) Internship**

Supervised experience in business, industry, state or federal institutions. Grade only.

F, S

**MGMT 499 (1-4) Individual Study**

F, S