

## Management

*College of Business*

*Department of Management*

150 Morris Hall • 507-389-2966

Website: [www.mgmt.mnsu.edu](http://www.mgmt.mnsu.edu)

Chair: Miles Smayling

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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. The program 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 both of the following emphases: general management or human resource management.

**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 the Management Major

1. Cumulative (Including Transfer) Grade Point Average: minimum 2.7.
2. Credits and Courses: 33 completed credits of the 44 general education requirements
3. Completion of the following courses: IT 101, MATH 130, ACCT 200, ACCT 210, BLAW 200, MGMT 200, MGMT 201, ECON 201, ECON 202 and ECON 207. Complete one of the following courses: PHIL 120W, PHIL 205W, PHIL 222W, PHIL 224W, PHIL 226W, PHIL 240W.

### POLICIES/INFORMATION

**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: 507-389-2963.

**College of Business Laptop Program.** Students enrolled in College of Business courses numbered 200 and above are required to have a notebook computer. The College highly recommends that students purchase their COB laptop at the Campus Computer Store allowing them to utilize the full range of benefits of the Laptop Program. Students choosing not to purchase the recommended laptop must have their laptop inspected to be sure that it meets a minimum standard specification requirement and take responsibility for keeping said laptop in operational order at all times. Students using a non-recommended laptop are eligible for only a limited number of the full array of benefits offered by the Laptop Program. For further information, please refer to the College of Business section at the front of this bulletin or visit the College website at [www.cob.mnsu.edu](http://www.cob.mnsu.edu).

**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 a 2.25 overall 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.

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

The mission of the Management Club is to help students build and maintain their management skills. The club meets bi-monthly, and students are provided with the opportunity to learn about "real-world" business environments through field trips and guest speakers.

The Business Club is an interdisciplinary club within the College of Business that welcomes students from any major with an interest in starting a business or working in the business world. The club has weekly meetings with speakers from a variety of fields and backgrounds. Each year the club takes at least one trip to visit businesses in the Minneapolis/Saint Paul area.

The Council of Student Business Organizations (COSBO) which is comprised of the presidents of the student 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.

### MANAGEMENT BS

#### Required General Education

ECON	201	Principles of Macroeconomics (3)
ECON	202	Principles of Microeconomics (3)
MATH	130	Finite Mathematics and Introductory Calculus (4)
Select one of the following (3 credits)		
PHIL	120W	Introduction to Ethics (3)
PHIL	205W	Culture, Identity, and Diversity (3)
PHIL	222W	Medical Ethics (3)
PHIL	224W	Business Ethics (3)
PHIL	226W	Environmental Ethics (3)
PHIL	240W	Law, Justice & Society (3)

#### Prerequisites to the Major

ACCT	200	Financial Accounting (3)
ACCT	210	Managerial Accounting (3)
BLAW	200	Legal, Political, and Regulatory Environment of Business (3)
ECON	207	Business Statistics (4)

## MANAGEMENT

IT	101	Introduction to Information Systems (3)
MGMT	200	Introduction to MIS (3)
MGMT	201	Orientation to College of Business Majors (0)

### Major Common Core

*Required of all College of Business majors (19 credits)*

FINA	362	Business Finance (3)
FINA	395	Personal Adjustment to Business (1)
IBUS	380	Principles of International Business (3)
MGMT	330	Principles of Management (3)
MGMT	346	Production & Operations Management (3)
MGMT	481	Business Policy & Strategy (3)
MRKT	310	Principles of Marketing (3)

### Major Emphasis

(Select at least one of the following options)

#### Major Emphasis: BUSINESS MANAGEMENT

MGMT	440	Human Resource Management (3)
MGMT	444	Organization Design, Development, and Change (3)
MGMT	459	Management Information Systems (3)
MGMT	480	Human Behavior in Organizations (3)

#### Electives

(Choose any three of the following)

ACCT	310	Management Accounting I (3)
MGMT	385	Introduction to Management Science (3)
MGMT	443	Entrepreneurship (3)
MGMT	447	Management: Special Topics (3)
MGMT	449	Quality Management (3)
MGMT	472	Project Management (3)
MGMT	473	Enterprise Resource Planning (ERP) (3)
MGMT	482	Business, Society, & Ethics (3)
MGMT	484	Leadership (3)
MGMT	497	Internship (3)

#### Major Emphasis: HUMAN RESOURCE MANAGEMENT

MGMT	440	Human Resource Management (3)
MGMT	441	Staffing (3)
MGMT	442	Compensation Management (3)
MGMT	445	Training & Development (3)
MGMT	480	Human Behavior in Organizations (3)

#### Electives

(Choose at least six credits of the following)

ACCT	310	Management Accounting I (3)
BLAW	452	Employment and Labor Law (3)
ECON	403	Labor Economics (3)
FINA	466	Employee Benefit Planning (3)
HLTH	488	Worksite Health Promotion (3)
MET	423	Ergonomics & Work Measurement (3)
MGMT	498	Internship (3)

**Required Minor: None.**

### HUMAN RESOURCE MANAGEMENT MINOR

Requirement for the Human Resource Management Minor:

1. Students must be admitted to a major at Minnesota State Mankato, and
2. Students must have a cumulative GPA of 2.7 or higher when starting the Human Resources 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)

### COURSE DESCRIPTIONS

#### **BUS 100 (3) Introduction to Business and Business Careers**

This course prepares students for success by exposing them to the requirements, expectation, resources and opportunities of the COB. Students will have business experiences and will develop professional skills.

Variable

#### **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: IT 101

Fall, Spring

#### **MGMT 201 (0) Orientation to College of Business Majors**

This course is required for admission to all majors in the College of Business. The purpose is to provide students with an overview of COB majors, out of class opportunities and connect students with faculty advisors in their major area. Students will also be required to create an academic plan.

Fall, Spring

#### **MGMT 202 (3) Exploring Entrepreneurship: Creativity, Innovation and Work Ethic**

This course introduces students from across campus to Entrepreneurship, creativity and innovation. It is designed to explore the rigors of what it takes to be an Entrepreneur. Students will hear directly from business owners and research local and global companies.

Variable

#### **MGMT 330 (3) Principles of 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

Fall, Spring

#### **MGMT 340 (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.

Fall, Spring

#### **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

Fall, Spring

#### **MGMT 380 (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

Fall, Spring

## **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. Variable

## **MGMT 398 (0) CPT: CO-Operative Experience**

Curricular Practical Training: Co-Operative Experience is a zero-credit full-time practical training experience for one summer and on adjacent fall or spring term. Special rules apply to preserve full-time student status. Please contact an advisor in your program for complete information.

Pre: MGMT 201. At least 60 credits earned; in good standing; instructor permission; co-op contract; other prerequisites may also apply.

Fall, Spring, Summer

## **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

Fall, Spring

## **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

Fall, Spring

## **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.

Variable

## **MGMT 444 (3) Organization Design, Development, and Change**

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

Fall, Spring

## **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

Fall, Spring

## **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.

Pre: ECON 207 or equivalent

Variable

## **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.

Variable

## **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

Fall, Spring

## **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) Project Management**

Students will develop skills needed to initiate, plan, execute, control and close projects. The course will cover theories, techniques, group activities, and use of computer tools like Microsoft Project for managing projects.

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

This course covers ERP software in general and how it helps integrate information used by an organization's many different functions and departments into a

unified computing system. How to use an ERP system to improve the business functions of an organization by streamlining its operations will also be covered. Students will learn how to document business processes using different tools including EPC charts. In addition, the course also covers managerial issues associated with an ERP project and how to manage those issues.

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  
Variable

### **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.

Variable

### **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, MRKT 310, FINA 362 and IBUS 380  
Fall, Spring

### **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.

Variable

### **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, fellowship, 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 (3) Internship**

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

Pre: COB Junior Standing and GPA of 2.7 or higher  
Fall, Spring

### **MGMT 498 (3) Internship**

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

Pre: COB Junior Standing and GPA of 2.7 or higher  
Fall, Spring

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

Fall, Spring