

Management

College of Business

Department of Management

150 Morris Hall • 507-389-2966

Website: www.mgmt.mnsu.edu

Chair: Miles Smayling

Queen Booker, Kathy Dale, Marilyn Fox, Jon Kalinowski, John Kaliski, Rakesh Kawatra, Sung Kim, Chris Brown Mahoney, Howard Miller, Claudia Pragman, Buddhadev Roychoudhury, Paul Schumann, Dooyoung Shin, Cheryl Trahms

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: PHIL120W, 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 Laptop computer. For further information, please visit the College website at 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 Entrepreneurship 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

Degree completion = 120 credits

Required General Education

ECON	201	Principles of Macroeconomics (3)
ECON	202	Principles of Microeconomics (3)
MATH	130	Finite Mathematics and Introductory Calculus (4)

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)
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 (choose 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: BUSINESS MANAGEMENT

MGMT	340	Human Resource Management (3)
MGMT	380	Human Behavior in Organizations (3)
MGMT	444	Organizational Design, Development, and Change (3)
MGMT	459	Management Information Systems (3)

MGMT	472	Project Management (3)
<u>Electives</u>		
(choose 9 credits at least three courses from the following)		
ACCT	310	Management Accounting I (3)
BLAW	477	Negotiation and Conflict Resolution (3)
MGMT	385	Introduction to Management Science (3)
MGMT	443	Entrepreneurship (3)
MGMT	447	Management: Special Topics (3)
MGMT	449	Quality 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

BLAW	452	Employment and Labor Law (3)
MGMT	340	Human Resource Management (3)
MGMT	380	Human Behavior in Organizations (3)
MGMT	441	Staffing (3)
MGMT	442	Compensation Management (3)
MGMT	445	Training & Development (3)
MGMT	486	Strategic Human Resource Management (3)

Electives

(choose at least 3 credits from the following)		
ACCT	310	Management Accounting I (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	340	Human Resource Management (3)
MGMT	380	Human Behavior in Organizations (3)
MGMT	441	Staffing (3)
MGMT	442	Compensation Management (3)
MGMT	445	Training and Development (3)

MINOR IN ENTREPRENEURSHIP AND INNOVATION

The entrepreneurial studies minor is designed to expose, engage and support students in thinking and experiencing the processes, challenges, and opportunities associated with the interdisciplinary and team-based nature of beginning a new venture.

Core

The core for the Entrepreneurship Minor consists of the required Integrated Business Experience (12 hours) and an additional two courses (6 credits) which include MGMT 332 Creativity and Innovation and Entrepreneurship (MGMT 443). The Entrepreneurship course involves a major project that requires the development of a business plan related to the students major.

FINA	362	Business Finance (3)
MGMT	330	Principles of Management (3)
MGMT	332	Creativity and Innovation (3)
MGMT	443	Entrepreneurship (3)
MGMT	499	Independent Study/Practicum for IBE (3)
MRKT	310	Principles of Marketing (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) Creativity and Innovation

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.

Pre: MGMT 330

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 340

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 340

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 340

Fall, Spring

MGMT 447 (3) Management: Special Topics

Special topics as requested by students.

Pre: MGMT 330

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 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 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 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 486 (3) Strategic Human Resource Management

This capstone course examines how the strategic management of the human resources of an organization can enhance organizational success. The course investigates how to achieve strategic congruence between an organization's strategy and HR management. Topics covered include the interrelationships among the HR disciplines, ethics, sustainability, social responsibility, the role of the HR professional, managing workforce changes, achieving competitive advantage through HR, HR performance metrics, and organizational effectiveness.

Pre: MGMT 441, MGMT 442, MGMT 445

Fall, Spring

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