

MANAGEMENT BS AND MINOR

Management

College of Business

Department of Management

150 Morris Hall • 507-389-2966

Website: cob.mnsu.edu/academics/management/

Chair: Kathleen Dale Ph.D.

Faculty: Angela Titi Amayah, Queen Booker, Shane Bowyer, Chris Brown Mahoney, Yvonne Cariveau, Marilyn Fox, John Kaliski, Rakesh Kawatra, Sung Kim, Claudia Pragman, Kathy Richie, Buddhadev Roychoudhury, Paul Schumann, Dooyoung Shin, Miles Smayling, 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: business management or human resource management.

Academic Map/Degree Plan at www.mnsu.edu/programs/#All

Accreditation. The Management program is accredited by the Association to Advance Collegiate Schools of Business (AACSB)

POLICIES/INFORMATION

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 sophomore year. Once admitted, students may choose to pursue a degree in one or more of the following 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. Minimum cumulative (including Transfer) Grade Point Average of 2.5.
2. Completion of the following courses with a minimum grade of C (2.0): IT 101, MATH 130, ACCT 200, BUS 295, ECON 201.

Requirements 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 2.5 or higher when starting the Human Resource Management minor.

Academic Advising. Students will initially receive their advising from the professional advisors in the College of Business Student Center. When a student applies to the College of Business (which is done during BUS 295), 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, 389-2963.

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 major to take upper division (300/400) courses in the College of Business.

Students must be admitted to the College of Business major to be granted a Bachelor of Science degree in any College of Business majors.

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 strongly encouraged to participate in one or more internship programs related to their field of study before graduation. Qualifying internships may receive academic credit counting towards a student's major, but are not required to be taken for credit. To receive academic credit, students must be registered during the semester the internship takes place. Registration instructions and other business internship resources can be found at: cob.mnsu.edu/internship/

MANAGEMENT BS

Degree completion = 120 credits

Required General Education

ECON	201	and MATH 130 must be completed for admission to the major.
ECON	201	Principles of Macroeconomics (3)
MATH	130	Finite Mathematics and Introductory Calculus (4)

Ethics Requirement (choose 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 (choose 8 credits)

ACCT	200	Financial Accounting (3)
BUS	295	Professional Preparation for Business Careers (2)
IT	101	Introduction to Information Systems (3)

Major Common Core

Required of all College of Business majors:

Choose 34 Credits

ACCT	210	Managerial Accounting (3)
BLAW	200	Legal Environment of Business (3)
ECON	202	Principles of Microeconomics (3)
ECON	207	Business Statistics (4)
FINA	362	Business Finance (3)
IBUS	380	Principles of International Business (3)
MGMT	230	Principles of Management (3)
MGMT	300	Introduction to MIS (3)
MGMT	346	Production & Operations Management (3)
MGMT	481	Business Policy & Strategy (3)
MRKT	210	Principles of Marketing (3)

Major Emphasis: BUSINESS MANAGEMENT

Required of all Business Management Emphasis Majors

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)
Electives (choose 12 credits)		
ACCT	310	Management Accounting I (3)
BLAW	477	Negotiation and Conflict Resolution (3)
BUS	397	IBE Practicum (3)
MGMT	360	AgriBusiness in the Modern Economy (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

Required of all Human Resource Management Emphasis Majors

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 6 credits)		
ACCT	310	Management Accounting I (3)
BUS	397	IBE Practicum (3)
ECON	403	Labor Economics (3)
FINA	466	Retirement Planning (3)
HLTH	488	Worksite Health Promotion (3)
MET	423	Ergonomics & Work Measurement (3)
MGMT	484	Leadership (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 (GPA 2.5)

Required for Minor

MGMT	230	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)

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 College of Business. Students will have business experiences and will develop professional skills.
Variable

BUS 295 (2) Professional Preparation for Business Careers

This course is required for admission to the College of Business for all business majors. The purpose of the course is to provide students with an overview of College of Business majors, allow students to create an academic plan for graduation, and develop professional skills needed for future job placement. Topics include cover letter and resume writing, interviewing skills, the process of networking, the internship program, etiquette skills, and requirements for graduation.
Fall, Spring

BUS 397 (3) IBE Practicum

BUS 397 is an applied course that entails developing, launching, managing, and closing a business with the cohort of students enrolled in the class. Students write and present a business plan as they seek financing for their start-up company. The business start-up experience creates a real-world context in which students can practice the concepts introduced in MGMT 230, MRKT 210, and FINA 362. BUS 397 is part of the United Prairie Bank Integrated Business Experience, and students must enroll concurrently in BUS 397 and sections of FINA 362, MGMT 230, and MRKT 210 that are designated for IBE students.
Prerequisite: Must be admitted to a major.
Co-requisite: FINA 362, MGMT 230, MRKT 210
Fall, Spring

MGMT 230 (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.
Fall, Spring

MGMT 300 (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.
Prerequisite: IT 101
Fall, Spring

MGMT 332 (3) Creativity and Innovation

This course is designed to develop a student's personal creativity and help a student identify the process of organizational innovation. The course is comprised of a combination of short lecture, in-class discussion of readings and videos, writing assignments, an elevator pitch and group activities.
Variable

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.
Prerequisite: ECON 207
Fall, Spring

MGMT 360 (3) AgriBusiness in the Modern Economy

This course examines basic business concepts and principles and their application to modern and future agriculture industries. Agribusiness topics covered include commodities, supply chain, finance, sales, accounting, law, engineering, food safety, healthcare, data analysis, and technology. Professionals in the agriculture industry will be brought into class to explain how business knowledge and skills are essential to various sectors; including but not limited to: livestock, poultry, corn/soybeans, bio-fuels, engineering, and natural resources. Students will have an opportunity to broaden their thinking, understanding, and professional potential as related to the agriculture industry while interacting with industry professionals.
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.
Prerequisite: MGMT 230
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.
Prerequisite: 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.

Prerequisite: 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.

Prerequisite: 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 includes self assessment, industry and market analyses, a marketing plan, human resource management, and financial analyses and projections.

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.

Prerequisite: MGMT 230

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.

Prerequisite: MGMT 340

Fall, Spring

MGMT 447 (3) Management: Special Topics

Special topics as requested by students.

Prerequisite: MGMT 230

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.

Prerequisite: 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.

Prerequisite: MGMT 230, MGMT 300

Fall, Spring

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.

Prerequisite: MGMT 300

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.

Prerequisite: MGMT 385

Variable

MGMT 481 (3) Business Policy & Strategy

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.

Prerequisite: MRKT 210, MGMT 230, MGMT 346, FINA 362, 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

The course provides a foundation for leadership development by offering theoretical background, practical information, and an opportunity for self-assessment that permits students to begin or continue the development of their leadership talent. The underlying theme upon which the course is based is that the ability to lead begins with reflection and self-awareness.

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.

Prerequisite: MGMT 340

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.

Prerequisite: 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.

Prerequisite: COB Junior Standing and GPA of 2.7 or higher

Fall, Spring

MGMT 499 (1-4) Individual Study

Fall, Spring