Management B.S.

Learning Goals (p. 353)
Writing in the Discipline (General, Human Resources, International, Operations) (p. 383)
Writing in the Discipline (Business) (p. 385)
**Department of Management and Marketing**
**Department Chair:** Michael Casey
**Management Program Faculty: Professor** Mello; **Associate Professors** Casey, DeSimone, Farinella, Jacques, Sahba, Urda, Wu; **Assistant Professor** DiManna

Students must consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.

Note: MGT 491 Independent Study I and MGT 492 Independent Study II are available for those seeking departmental honors, with consent of instructor, department chair and dean.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| CIS 251 | Computers in Management | 3 | F, Sp, Su |
| CIS 352 | Management Information Systems | 3 | F, Sp |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| MGT 201 | Foundations of Management | 3 | F, Sp, Su |
| MGT 249 | Business Statistics II | 3 | F, Sp, Su |
| MGT 322 | Organizational Behavior | 3 | F, Sp, Su |
| MGT 341 | Business, Government, and Society | 3 | F, Sp, Su |
| MGT 348 | Operations Management | 3 | F, Sp, Su |
| MGT 461 | Seminar in Strategic Management | 3 | F, Sp |
| MKT 201 | Introduction to Marketing | 3 | F, Sp, Su |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |

Note: MATH 177: Fulfills the Mathematics category of General Education.

Note: MATH 248: Fulfills the Advanced Quantitative Scientific Reasoning category of General Education.

Concentrations

CHOOSE concentration A, B, or C below

A. General Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 320 | Human Resource Management | 3 | F, Sp, Su |
|  |  |  |  |
|  | THREE ADDITIONAL COURSES in management at the 300-level or above | 9 |  |

Total Credit Hours: 63

B. Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 320 | Human Resource Management | 3 | F, Sp, Su |
|  |  |  |  |
| MGT 423 | Compensation and Benefits Administration | 3 | F |
| MGT 424 | Employee Relations and Performance Management | 3 | Sp |
| MGT 425 | Recruitment and Selection | 3 | F |
| MGT 428 | Human Resource Development | 3 | Sp |

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 431 | Labor Economics | 4 | As needed |
| MGT 306 | Management of a Diverse Workforce | 3 | Sp |
| MGT 329 | Organizational Theory and Design | 3 | F, Sp |
| MGT 331 | Occupational and Environmental Safety Management | 3 | F |
| MGT 333 | Negotiation and Conflict Resolution | 3 | As needed |
| MGT 465 | Organizational Theory  | 4 | Sp |
|  |  |  |  |
| MGT 467 | Directed Internship | 3 | F, Sp, Su |
| MGT 490 | Directed Study | 3 | As needed |
| MGT 491 | Independent Study I | 3 | As needed |
| MGT 492 | Independent Study II | 3 | As needed |
| PSYC 422 | Psychological Testing | 4 | Annually |
|  | A course approved by advisor | 3 |  |

Total Credit Hours: 72-73

C. Operations Management

|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  |  |
| MGT 347 | Supply Chain Management | 3 | As needed |
| MGT 355 | Quality Assurance | 3 | Sp |
| MGT 455 | Global Logistics and Enterprise Management | 3 | As needed |

MGT 347: (Or MKT 347: Supply Chain Management)

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 449 | Introduction to Econometrics | 4 | F, Sp |
|  |  |  |  |
|  |  |  |  |
| MGT 331 | Occupational and Environmental Safety Management | 3 | F |
| MGT 335 | Process Management | 3 | Sp |
| MGT 349 | Service Operations Management | 3 | F |
| MGT 359 | Current Topics in Service Operations Management | 3 | As needed |
| MGT 465 | Organizational Theory  | 4 | Sp |
| MGT 467 | Directed Internship | 3 | F, Sp, Su |
| MGT 490 | Directed Study | 3 | As needed |
| MGT 491 | Independent Study I | 3 | As needed |
| MGT 492 | Independent Study II | 3 | As needed |
| MKT 310 | Product Design and Development | 3 | As needed |
| MKT 322 | Services Marketing | 3 | As needed |

Total Credit Hours: 64-66

**Courses:**

MGT 322 - Organizational Behavior (3)

Students investigate how and why certain events and behavioral processes occur in organizations. They also explore the ways in which a manager can influence those processes.

Prerequisite: MGT 201 or MGT 301.

Offered: Fall, Spring, Summer.

MGT 331 - Occupational and Environmental Safety Management (3)

Occupational safety and health and environmental problems are discussed from technical, social, managerial, and legal perspectives.

Prerequisite: Completion of at least 45 college credits.

Offered: Fall.

MGT 333 - Negotiation and Conflict Resolution (3)

Students are introduced to concepts in negotiation and organizational conflict resolution. Topics include negotiation strategies, conflict resolution approaches, communication (face to face, virtual, verbal/non-verbal), emotion/perception (psychological intangibles) and team negotiations.

Prerequisite: MGT 201 or MGT 301.

Offered: As needed.

MGT 335 - Process Management (3)

The effectiveness and efficiency of business process design, implementation, and management are analyzed in manufacturing and service firms.

Prerequisite: MGT 249 and MGT 201 or MGT 301.

Offered: Spring.

MGT 341 - Business, Government, and Society (3)

Focus is on dynamic social, legal, political, economic, and ecological issues that require socially responsible behavior on the part of individuals and organizations.

Prerequisite: Completion of at least 60 college credits.

Offered: Fall, Spring, Summer.

MGT 345 - Managing in the World’s Regions (3)

Students study issues relevant to managers of organizations in global settings and processes unique to those businesses. Focus on managerial challenges related to international cultures, markets, economics and governments. (Formerly International Business)

Prerequisite: MGT 201 or MGT 301.

Offered: Annually.

MGT 347 - Supply Chain Management (3)

Emphasis is on the design and management of activities along the supply chain, from purchasing and materials management to distribution and transportation systems. Students cannot receive credit for both MGT 347 and MKT 347.

Prerequisite: MGT 201 or MGT 301 and MKT 201 or MKT 301.

Offered: As needed.

MGT 348 - Operations Management (3)

Techniques for the effective management of operations at both the strategic and operating levels are introduced.

Prerequisite: MGT 201 or MGT 301 and MATH 240 or MATH 248.

Offered: Fall, Spring, Summer.

MGT 349 - Service Operations Management (3)

Students develop, analyze, and implement strategies for a wide range of service organizations. Emphasis is on the particular challenges for managers in service organizations.

Prerequisite: MGT 201 or MGT 301.

Offered: Fall.

MGT 355 - Quality Assurance (3)

The means and advantages of establishing an effective quality system in manufacturing and service firms are discussed. Students cannot receive credit for both MGT 355 and HCA 355.

Prerequisite: MGT 201 or MGT 301 and MATH 240 or MATH 248.

Offered: Spring.

MGT 359 - Current Topics in Service Operations Management (3)

Current trends in the management of service organizations are explored. Focus is on the design, implementation, and management of strategies specific to services, such as e-commerce, entrepreneurship, and technology management.

Prerequisite: MGT 201 or MGT 301.

Offered: As needed.

MGT 423 - Compensation and Benefits Administration (3)

The process of designing and managing a cost-effective, equitable, and legally acceptable total compensation package is examined. Topics include economic, social, and legal determinants of base pay; and incentives and benefits.

Prerequisite: MGT 320.

Offered: Fall.

MGT 424 - Employee Relations and Performance Management (3)

Students examine the role of human resources in enhancing employee/management relations and shaping performance of employees to meet organizational needs. Topics include evaluation and feedback techniques that enhance performance.

Prerequisite: MGT 320.

Offered: Spring.

MGT 425 - Recruitment and Selection (3)

Concepts and methods involved in designing and managing the recruitment and selection functions of management are examined.

Prerequisite: MGT 320.

Offered: Fall.

MGT 428 - Human Resource Development (3)

The concepts, programs, and practices that organizations use to train and develop its members are examined. Topics include learning, needs assessment, program design and implementation, evaluation, skills training, and coaching.

Prerequisite: MGT 320.

Offered: Spring.

MGT 455 - Global Logistics and Enterprise Management (3)

Emphasis is on the strategic integration of operations across functional areas to achieve sustainable competitive advantage in manufacturing and service organizations.

Prerequisite: MGT 348 or consent of the director of the Master of Science in Operations Management program.

Offered: As needed.

MGT 461 - Seminar in Strategic Management (3)

Focus is on the formulation and implementation of organizational strategies and policies. The case method is used in integrating material from other management and economics courses.

Prerequisite: MKT 201 or MKT 301, MGT 348 and FIN 301.

Offered: Fall, Spring.

MGT 465 - Organizational Theory (4)

**Students focus on organization theory concepts, including inter-organizational processes, and economic, institutional, and cultural contexts in which organizations operate. Seminar entails student-led presentations and discussions. (Formerly MGT 329 Organizational Theory and Design.)**

Prerequisite: MGT 201 or MGT 301 and 60 credits.

Offered: Spring.

MGT 467 - Directed Internship (3)

Students are assigned to a business or nonprofit organization and earn three credits for topical course work, a two-hour biweekly seminar, and 120 hours of organization work, supervised by a mentor. Graded S, U.

Prerequisite: MGT 201 or MGT 301, completion of at least 60 college credits, a major or minor in a School of Business program, and consent of internship director and appropriate faculty member.

Offered: Fall, Spring, Summer.