

## BUSINESS ADMINISTRATION

College of Business  
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Web site: [www.cob.mnsu.edu/mba/index.html](http://www.cob.mnsu.edu/mba/index.html)

The MBA at Minnesota State University, Mankato is designed to provide the leaders of tomorrow with the knowledge and skills required to succeed in a global business economy. The program emphasizes critical and strategic thinking, developing managerial skills, real-world applications, ethics, and leadership taught in a technologically—advanced, active learning environment.

The MBA will also provide opportunities for students to think critically and strategically, and to be able to apply and integrate the knowledge they have accumulated to specific business situations. The program features an executive seminar to provide the student with an opportunity to learn from, as well as, interact with top executives.

Courses are two credit models that meet one evening each week for eight weeks. A student may choose to attend both eight week sessions in a semester or just one eight week session. A student with an undergraduate business degree who meets all the prerequisite requirements may complete the program in approximately two years.

## COURSE DESCRIPTIONS

## FOUNDATION COURSES (12 or more credits)

A student must demonstrate competency in the areas of accounting, economics, business statistics, marketing, international business and finance. The competency can be demonstrated through prior completion of undergraduate equivalent courses or by completing the following foundation courses:

## MBA 501 (2) Financial Accounting

Coverage of the elements of the balance sheet and income statement, the interrelationship between the statements, coverage of cash and accrual basis, preparation of the cash flow statement and earning per share analysis.

## MBA 502 (2) Survey of Economics

Survey of the fundamental ideas and concepts of economics in order to understand the basic operations of a market economy.

## MBA 503 (2) Business Statistics

Introduction to basic statistical tools and their applications to business and economic problems.

## MBA 504 (2) Survey of Marketing

This course provides a manager's perspective of the effective management of the human resources of an organization. Topics covered include the strategic management of human resources, job analysis, hiring, performance appraisal, training and development, compensation, and labor relations.

## MBA 505 (2) Financial Analysis and Valuation

This course provides a comprehensive introduction to the techniques involving cash flow and financial ratio analysis, and the quantitative tools necessary to perform valuation measurements for securities and firms. It is intended as a first course in finance for those individuals having no prior academic exposure to a finance course.

## MBA 506 (2) Environment of International Business

This course examines the global environmental forces and the functional strategies pursued by firms interested or already involved in the global economy. It provides, through the Global Market Potential System Online (GMP SO) project, practical experiences and strengthens the decision-making skills of students in international business situations.

## REQUIRED COURSES:

## MBA 610 (2) Writing in the Workplace

This course provides an advanced overview of the production and management of

workplace communication. Participants will analyze and produce documents typical of workplace communication (ranging from memos and reports to business plans and websites) and research presentations, documentation, and management of communication projects appropriate to their industry or business concerns.

## MBA 612 (2) Data Analysis and Statistics for Managers

This course provides an understanding of the role of statistics related to the gathering and creation of information used in business decision making. Data analysis concepts covered include hypotheses testing, ANOVA, multiple regression, and time series analysis. The statistical program SPSS will be utilized extensively throughout the course.

## MBA 614 (2) Economic Analysis for Managers

The course develops and integrates principles and ideas from economic and business and applies them to managerial decision making and policy formulation within a firm.

## MBA 623 (2) Legal and Ethical Environment of Business

Managers need a good understanding of law to be effective business persons as well as good citizens. Law is fundamental to maintaining social order, and social order is necessary for successful and efficient markets. Additionally, law facilitates the creation and operation of efficient markets by, for example, providing necessary assurance to market players (buyers, sellers, investors, employers, employees, etc.) that their reasonable commercial expectations will be realized. In keeping social order, facilitating markets, and other ways, law places a pervasive external constraint on business decisions and transactions. Thus law plays a central role in business. This course will address some of the legal principles that are most relevant to business. The course will also consider how ethics (the branch of philosophy that addresses what conduct is right and what is wrong) affects business.

## MBA 630 (2) Accounting for Management

Provides an in-depth analysis of managerial accounting concepts and procedures, including product and service costing, cost-volume-profit analysis, planning and control systems, capital budgeting, and contemporary managerial systems and issues. Students will become familiar with contemporary computer applications.

## MBA 634 (2) Investment and Financial Decisions

This course involves an application of the quantitative techniques used by organizations to evaluate the investment in capital assets, the factors affecting security valuations, and the overall financing or capital structure decision. These issues heavily emphasize the risk and return interaction in the investment decision.

## MBA 642 (2) Management of Human Resources

The course will cover a range of topics, including the strategic management of human resources, job analysis, hiring, performance appraisal, training and development, compensation, as well as labor relations.

## MBA 645 (2) Information Technology and Systems Management

The MBA MIS course integrates contemporary technology concepts with an emphasis on the managerial aspects of information systems. A review of contemporary technology examines data management, analysis, modeling, and design, and data communications, and networking in the most recent generation of technology. Project and change management, and information systems policy and strategy emphasize the managerial aspects of information systems. Project and change management examines how systems and technologies are implemented. It includes consideration of project planning, scheduling, and budgeting, as well as consideration of the change management required to implement projects. MIS policy, and strategy examines the IS project portfolio from the view of the senior IS executive and from the view of the business executive. It shows students how policy and strategy considerations affect every aspect of IS and, conversely, how IT transforms organizations and, indeed, the very nature of business.

## MBA 651 (2) Managing Behavior in a Changing World

This course will focus on an area of study that attempts to explain, predict, control, and increase understanding of human work behavior in organizations both in the U.S. and internationally. Using a variety of techniques, students will learn about the nature of people as well as how individual and group behavior is influenced by organizational factors. The intent is to use various theories and principles to help diagnose and solve organizational problems. The goal is to more effectively manage in today's environment so employees are engaging in ethical, creative, and productive behaviors on the job. Learning tools include some lecture/discussion, active learning groups, original readings, exercises, projects, cases, library research and presentations.

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### MBA 657 (2) Managing Service and Manufacturing Operations

This course addresses the concepts, techniques, and technology necessary to manage and control operations in services and manufacturing. The emphasis is on operations strategy, project management, quality management, and supply chain management.

### MBA 663 (2) Negotiation

This class is designed to enhance negotiating skill. Students will learn techniques for generating beneficial outcomes from bargaining situations with regard to contracts, purchasing, and dispute resolution. A number of different bargaining models will be introduced and students will engage in simulated negotiations.

### MBA 665 (2) Leadership

This course is designed to combine the "why" of leadership thinking with the "how" of leadership skill development. The class is both philosophical and practical, so you will have to both think and apply what you are learning. The course will provide students with opportunities to use theories to analyze leader behaviors, and with personal awareness and development. You will come out of the class with a Leadership Development Plan of your own to help you apply the class to your own development as a leader and manager.

### MBA 667 (2) Organizational Development and Change

This course is designed to provide students with the theory and practical applications to diagnose organizational problems and to develop appropriate interventions and solutions to those problems. Students also use theory to guide practice in designing and implementing successful organizational change. These activities require students to use research and data analysis skills to gather data to learn about organizations.

### MBA 672 (2) International Marketing

This course uses a strategic and integrative approach to global marketing decision making in a global economy. It provides an understanding of international marketing strategies and operations of both beginning and multinational firms. The web-based Global Marketing Management Online software will be utilized extensively throughout the course.

### MBA 674 (2) International Management

Comparison of major management systems within differing cultural environments. The course looks at cultural differences in value systems and human resource issues.

### MBA 676 (2) International Finance

Financing investments and working capital management problems in multi-national environments.

### MBA 681 (2) Global Business Strategy

The purpose of this course is to provide a comprehensive understanding of the policies, strategies and operations of companies doing business internationally.

### MBA 683 (2) Marketing Strategy

Provides a comprehensive framework for the application of marketing concepts to the development and implementation of marketing strategy. The course emphasizes the activities and processes needed to design a marketing plan.

### MBA 690 (2) Executive Seminar

The Executive Seminar provides the opportunity for students to interact directly with visiting executives in order to gain insight into the challenges in leading a modern complex business organization. Personal communication skills, reflective learning, critical thinking assignments, and career planning exercises help shape executive development.

### MBA 695 (2) Strategic Management and Business Policy

This course examines policy problems of profit and non-profit organizations, including top management problem solving and decision making; planning; appraising the business environment; evaluating financial, human and physical resources; forecasting; developing and implementing objectives and strategies; evaluating alternatives; and monitoring results and social responsibility through case analysis and/or management simulation. This course also emphasizes the evaluation and development of capabilities and competencies in pursuit of competitive advantage.

## ACCOUNTING AND BUSINESS LAW

### ACCOUNTING

ACCT 677 (1-4) Individual Study

ACCT 690 (2) Seminar: Accounting

### BUSINESS LAW

BLAW 677 (1-4) Individual Study

BLAW 698 (1-6) Internship

### FINANCE

FINA 677 (1-4) Individual Study

FINA 695 (3) Seminar: Finance

This course is provided on demand to interested graduate students who want to pursue further study in investigating the empirical and theoretical issues in the financial literature.

### MANAGEMENT

MGMT 677 (1-4) Individual Study

MGMT 691 (1-3) In-Service

MGMT 696 (3) Seminar: Management

MGMT 698 (1-6) Internship

### MARKETING AND INTERNATIONAL BUSINESS

#### MARKETING

MRKT 677 (1-4) Individual Study

MRKT 697 (3) Seminar: Marketing

Prerequisite: consent of instructor

MRKT 698 (1-6) Internship

(F) Prerequisite: consent of instructor

#### INTERNATIONAL BUSINESS

IBUS 677 (1-4) Individual Study

(S) Prerequisite: consent of instructor

IBUS 696 (1-3) Seminar in International Business

Prerequisite: consent of instructor

IBUS 698 (1-6) Internship

(F) Prerequisite: consent of instructor

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