Management
College of Business
Department of Management
150 Morris Hall • 507-389-2966
Web site: www.mgmt.mnsu.edu

Chair: Miles Smayling
Queen Booker, Kathy Dale, Marilyn Fox, Kim Hinrichs, Jon Kalinowski, John Kaliski, Rakesh Kawatra, Sung Kim, Howard Miller, Claudia Pragman, Bud-dhadev Roychoudhury, Paul Schumann, Timothy Scott, Dooyoung Shin

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. 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 more of the following areas: general management, human resource management, and management information systems.

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 a Major in the College of Business
1. 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: ISYS 101 (ISYS 110 for MIS majors) MATH 112, ACCT 200, BLAW 200, MGMT 200, Second Year Experience 201, ECON 201, ECON 202, ECON 207, and ACCT 210
   **MIS Students are required to take MATH 121**

MANAGEMENT BS

Required General Education Courses (7 credits):
ECON 201 Principles of Macroeconomics (3)
MATH 112 College Algebra (4) **

Required Lower Division Courses (22-23 credits):
ISYS 101 Personal Productivity with Information Systems (3)*
MGMT 200 Introduction to MIS (3)
ACCT 200 Financial Accounting (3)
ACCT 210 Managerial Accounting (3)
ECON 202 Principles of Microeconomics (3)
ECON 207 Business Statistics (4)
BLAW 200 Legal, Political & Regulatory Environment of Business (3)
MGMT 201 Second Year Experience (0)
*MIS majors choose ISYS 110 (4)

Required Upper Division Courses (20 credits):
MGMT 305 Business Ethics Fundamentals (1)
MRKT 310 Principles of Marketing (3)
MGMT 330 Principles of Management (3)
FINA 362 Business Finance (3)
IBUS 380 Principles of International Business (3)
MGMT 346 Production and Operations Management (3)
FINA 395 Personal Adjustment to Business (1)
MGMT 481 Business Policy and Strategy (3)

Required for Major (Options, 21-38 credits):
Select at least one of the following options:

GENERAL MANAGEMENT OPTION
MGMT 440 Human Resource Management (3)
MGMT 444 Organization Design (3)
MGMT 459 Management Information Systems (3)
MGMT 480 Human Behavior in Organizations (3)

Pick 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 Information Technology Project Management (3)
MGMT 482 Business, Society and Ethics (3)
MGMT 497 Internship (3)

HUMAN RESOURCE MANAGEMENT OPTION
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)

Choose at least six credits of the following:
MGMT 498 Internship (3)
ECON 403 Labor Economics (3)
FINA 466 Employee Benefit Planning (3)
ACCT 310 Management Accounting I (3)
HLTH 488 Worksite Health Promotion (3)
MET 423 Ergonomics and Work Measurement (4)
BLAW 452 Employment and Labor Law (3)

Required Minor: None.

MANAGEMENT INFORMATION SYSTEMS OPTION
Required (Core, 18 credits):
MGMT 385 Introduction to Management Science (3)
MGMT 440 Human Resource Management (3) OR
MGMT 444 Organization Design (3)
MGMT 458 Corporate Information Systems (3)
MGMT 476 Decision Support System (3)
MGMT 477 Computer Performance Modeling (3) OR
MGMT 473 Enterprise Resource Planning (ERP) (3)
MGMT 471 Wireless Networks (3) OR
MGMT 472 Information Technology Project Management (3)

Required (Computer Science, 20 credits):
IT 214 Fundamentals of Software Development (4)
ISYS 380 Systems Analysis and Design (4)
ISYS 340 Database Application Systems I (4)
Choose two of the following courses:
IT 362 Introduction to Data Communication and Networking (4)
ISYS 371 Business Application Programming (4)
IT 440 Data Management Systems II (4)
IT 488 Rapid Application Development (4)

Required Minor: None.

Recommended: Internship
An internship can be a valuable addition to your educational experience. Please see the Management Internship Coordinator for internship opportunities for advanced professional growth.

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
Management

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)

Minnesota State Mankato’s Nursing Home Administration Track for Licensure in the State of Minnesota:
A license is required to administer a nursing home in each of the 50 states.

In order to complete all academic course work for licensure, students must complete one class from each subpart (of which there are eight) and a practicum. Program consists of 24-25 credits.

- Subpart 1 - Organizational Management: HLTH 659, Health Care Administration or MGMT 330, Principles of Management
- Subpart 2 - Managerial Accounting: ACCT 210, Managerial Accounting
- Subpart 3 - Gerontology: GERO 200, Aging: Interdisciplinary Perspectives or SOC 404 / SOC 584, Sociology of Aging
- Subpart 4 - Health Care and Medical Needs: HLTH 455 / HLTH 555, Health and Aging or NURS 340, Gerontological Nursing
- Subpart 5 - Nursing Facility Services, Programs and Issues, Subpart 7 - Regulatory Management: GERO 480 / GERO 580, Nursing Home Administration
- Subpart 8 - Information Uses: MGMT 200, Introduction to MIS
- Practicum: GERO 498 / GERO 698, Practicum: Nursing Home Administration

Policies/Information

Management Information Systems (MIS) is a cross disciplinary field of study which combines the technical aspects from computer science with the resource management techniques from business. To reflect this cross disciplinary nature of the field, there are two MIS programs at Minnesota State Mankato: one is offered in the Department of Computer and Information Sciences; the other is offered in the Department of Management. Students who have an interest and an aptitude for the technical aspects of MIS should consider the Management Information Systems major in the Department of Computer and Information Sciences; students who have an interest and an aptitude for the resource management component of MIS should consider the Management major, MIS option in the Department of Management. Students pursuing either MIS program will be required to thoroughly study both the technical and non-technical aspects of MIS.

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: 389-2963.

Information Technology Initiative. Students with a major or minor in the College of Business are required to obtain a notebook computer with a standard set of applications from the Campus Computer Store at Minnesota State Mankato. Students who are majoring in other colleges may be able to enroll in non-notebook classes as they are offered. For further information, please refer to the College of Business section at the front of this bulletin.

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 internships 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.

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

The Management Information Systems Club brings together students with common interests in the application of information systems to management problems. All students are welcome.

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

Course Descriptions

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: ISYS 101 or equivalent or ISYS 210
Fall, Spring

MGMT 201 (0) Second Year Experience
Fall, Spring

MGMT 305 (1) Business Ethics Fundamentals
Students will learn how to identify ethical issues in business, to analyze ethical issues using moral principles, and to make recommendations to resolve the issue. Students are strongly encouraged to register for this class the semester following admission to a major in the College of Business.
Pre: Admission to a COB major

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

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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 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 347 (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 348 (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 349 (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.
MGMT 472 (3) Information Technology Project Management
Software project management encompasses the knowledge, techniques, and tools necessary to manage the development of software products. This curriculum module discusses material that managers need to create a plan for software development, using effective estimation of size and effort, and to execute that plan with attention to productivity and quality. Within this concept topics such as risk management, alternative life cycle models, development team organization, and management of technical people will also be discussed.
Pre: Senior in MIS
Variable

MGMT 473 (3) Enterprise Resource Planning (ERP)
This course evaluates several critical facets of e-commerce including business models, developing a competitive advantage, rapid deployment and change management, evaluation of system architecture, security including firewall technology, role of channel partners, and existing and emerging internet technologies. A project is included with the course, which includes the development of an Internet accessible database using Access 2000 and FrontPage 2000 with shopping cart software to enable secure payment capabilities and a product offering with interactive shopping capabilities.
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.
Pre: MGMT 485
Variable

MGMT 480 (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 481 (3) Business Policy & Strategy
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 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.
Pre: Senior in MIS
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, followership, 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 (1-9) Internship
Supervised experience in business, industry, state or federal institutions. P/N only.
Fall, Spring

MGMT 498 (1-3) Internship
Supervised experience in business, industry, state or federal institutions. Grade only.
Fall, Spring

MGMT 499 (1-4) Individual Study
Fall, Spring