

## MANAGEMENT BS AND MINOR

### Management

College of Business  
Department of Management  
150 Morris Hall • 507-389-2966  
Website: [www.cob.mnsu.edu/mgmt](http://www.cob.mnsu.edu/mgmt)

Chair: Kathleen Dale Ph.D.

Faculty: Queen Booker, Chris Brown Mahoney, Yvonne Cariveau, Marilyn Fox, John Kaliski, Rakesh Kawatra, Sung Kim, Howard Miller, Claudia Pragman, Buddhadev Roychoudhury, Paul Schumann, Dooyoung Shin, Miles Smayling, Cheryl Trahmss

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](http://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 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, BUS 295, ECON 201, ECON 202, AND ECON 207. Complete one of the following courses: PHIL120W, PHIL 205W, PHIL 222W, PHIL 224W, PHIL 226W, or PHIL 240W.

**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: <http://cob.mnsu.edu/internship/>

**Student Organizations.** Delta Sigma Pi is a national 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 Society for Human Resource Management at Minnesota State Mankato is an affiliated student chapter of the largest international professional organization for human resources. Students have the opportunity to network with human resources professionals, get insight from keynote speakers, receive helpful tips from a variety of workshops, and create connections with other students in a professional growing student organization. All majors are welcome.

The Enactus Team is a national, student organization within the College of Business that welcomes students from any major with an interest in Entrepreneurship and innovation.

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)

Choose 3 credits from the following:

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

ACCT 200	Financial Accounting (3)
ACCT 210	Managerial Accounting (3)
BLAW 200	Legal, Political, and Regulatory Environment of Business (3)
BUS 295	Professional Preparation for Business Careers (2)
ECON 207	Business Statistics (4)
IT 101	Introduction to Information Systems (3)
MGMT 200	Introduction to MIS (3)

#### Major Common Core

Required of all College of Business majors (choose 18 credits)

FINA 362	Business Finance (3)
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)

## MANAGEMENT CONTINUED

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### Electives

(choose 9 credits at least three courses from the following)

ACCT	310	Management Accounting I (3)
BLAW	477	Negotiation and Conflict Resolution (3)
BUS	397	IBE Practicum (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)
BUS	397	IBE Practicum (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

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)

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## 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 330, MRKT 310, 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 330, and MRKT 310 that are designated for IBE students.

Prerequisite: Must be admitted to a major.

Co-requisite: FINA 362, MGMT 330, MRKT 310  
Fall, Spring

### 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.

Prerequisite: IT 101

Fall, Spring

### 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.

Prerequisite: COB Junior Standing

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 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 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.

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 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.

Prerequisite: MGMT 340

Fall, Spring

**MGMT 447 (3) Management: Special Topics**

Special topics as requested by students.

Prerequisite: 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.

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 200, MGMT 330 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 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.

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: 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**

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 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.

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