Management BS AND MINOR

Management

College of Business
Department of Management
150 Morris Hall • 507-389-2966
Website: ccb.mnsu.edu/academics/management/

Chair: Kathleen Dale Ph.D.

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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), his/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: ccb.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 Philosophy, 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)
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

Required 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, expectations, 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 startup company. The business startup 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.
Corequisite: 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, waiting-line models, network 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: MKRT 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