

Management

College of Business

Department of Management

150 Morris Hall • 507-389-2966

Web site: www.mgmt.mnsu.edu

Chair: Miles Smayling

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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 the future leaders of the private and public sectors.

Study 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 Major typically occurs at the beginning of the student's junior year. A student must be admitted

to a College in the University for permission to register

for 300-400 level courses. A student can only expect one temporary admission to the College of Business before permanent admission.

1. GPA of 2.5 for admission.
2. Completion of 33 credits of general education requirements. Consult bulletin for cultural diversity requirements.
3. Demonstrated microcomputer competency by successfully completing COMS 101, Introduction to Microcomputers (MIS majors should take COMS 111), or equivalent.
4. Completion of ACCT 200, 210; ECON 201, 202, 207; MGMT 200; BLAW 200; MATH 112; Second Year Experience 201.
5. Completion or in progress of 60 semester credits.

MANAGEMENT BS

Required General Education (7 credits):

ECON 201 Principles of Macroeconomics (3)

MATH 112 College Algebra (4)

Required Support Courses (10-11 credits):

ECON 202 Principles of Microeconomics (3)

ECON 207 Business Statistics (4)

COMS 101 Introduction to Microcomputers (3)*

* MIS majors choose COMS 111 (4)

Required for Major (Core, 34 credits):

ACCT 200 Financial Accounting (3)

ACCT 210 Managerial Accounting (3)

BED 345 Business Communications (3)

BLAW 200 Legal, Political and Regulatory

Environment of Business (3)

MGMT 200 Introduction to MIS (3)

MRKT 310 Principles of Marketing (3)

MGMT 330 Principles of Management (3)

MGMT 346 Production and Operations

Management (3)

FINA 395 Personal Adjustment to Business (1)

MGMT 481 Business Policy and Strategy (3)

FINA 362 Business Finance (3)

IBUS 380 Principles of International Business (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:

MGMT 443 Entrepreneurship (3)

MGMT 447 Management: Special Topics (3)

MGMT 455 Dynamics of Negotiations (3)

MGMT 482 Business, Society and Ethics (3)

MGMT 385 Introduction to Management Science (3)

MGMT 497 Internship (3)

ACCT 310 Management Accounting I (3)

MRKT 441 Consulting for Small Business (3)

MGMT 449 Quality Management (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 455 Dynamics of Negotiations (3)

ECON 403 Labor Problems (3)

FINA 466 Employee Benefits Planning (3)

ACCT 310 Management Accounting I (3)

HLTH 488 Worksite Health Promotion (3)

MET 423 Ergonomics (2)

BLAW 452 Employment and Labor Law (3)

Required Minor: None.

MANAGEMENT INFORMATION SYSTEMS OPTION

Required (Core, 18 credits):

MGMT 440 Human Resource Management (3) **or**

MGMT 444 Organization Design (3)

MGMT 458 Corporate Information Systems (3)

MGMT 476 Decision Support Systems (3)

MGMT 477 Computer Performance Modeling (3) **or**

MGMT 385 Introduction to Management Science (3)

MGMT 473 Introduction to E-Commerce (3)

MGMT 471 Wireless Networks (3) **or**

MGMT 472 Information Technology Project

Management (3)

Required (Computer Information Science, 20 credits):

COMS 112 Fundamentals of Computer Science II (4)

COMS 280 Systems Analysis and Design (4)

COMS 340 Database Management Systems I (4)

Choose one of the following tracks:

Track 1:

COMS 462 Data Communications and Networks I (4)
 COMS 463 Data Communications and Networks II (4)
 Track 2:
 COMS 371 Applications Programming (4)
 COMS 481 Rapid Application Development (4)
 Track 3:
 COMS 260 Assembly Language Programming (4)
 COMS 320 Computer Organization I (4)
 Track 4:
 COMS 350 Operations Research I (4)
 COMS 450 Operations Research II (4)

Required Minor: None.

Recommended: Internship

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

HUMAN RESOURCE MANAGEMENT MINOR

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)

MANAGEMENT MINOR

Required for Minor (21 credits):

COMS 101 Introduction to Microcomputers (or equivalent) (3)
 MGMT 200 Introduction to MIS (3)
 MGMT 330 Principles of Management (3)
 MGMT 440 Human Resource Management (3)
 MGMT 444 Organization Design (3)
 MGMT 480 Human Behavior in Organizations (3)
 Choose one of the following:
 MGMT 346 Production and Operations Management (3)
 MGMT 441 Staffing (3)
 MGMT 442 Compensation Management (3)
 MGMT 443 Entrepreneurship (3)
 MGMT 447 Management: Special Topics (3)
 MGMT 449 Quality Management (3)
 MGMT 455 Dynamics of Negotiations (3)
 MGMT 459 Management Information Systems (3)
 MGMT 482 Business, Society and Ethics (3)

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 MSU: 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 Sys-

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tems 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. Students have an advisor from their area of interest assigned to them. Questions and concerns pertaining to advising and the assignment of advisors can be answered by Larry Herke, student relations coordinator, 151 Morris Hall, telephone 507-389-2963.

Students must be admitted to the College of Business and the program to be granted Bachelor of Science Degree, Major in Management.

College of Business students must complete a minimum of 64 credits outside the College of Business. ECON 201, 202, and 207 are counted as credits outside the College of Business.

Students who are non-business majors, business minors, or those who are not seeking a four year degree may not complete more than 30 credits in the College of Business.

Residency. Transfer students must complete a minimum of 30 resident credits at the upper division (300-400) in the College of Business. Transfer students pursuing a minor in the College of Business must complete 50% (one-half) of their minor coursework through Minnesota State University, Mankato.

Information Technology Initiative. Students with a Management major or minor are required to acquire a notebook computer with a standard set of applications from the Campus Computer Store at Minnesota State University. Students who are majoring in other colleges but are required to take MGMT 200, 330, 346, and 458

will be able to enroll in non-notebook classes offered once per year. For further information see the College of Business section at the front of this bulletin.

GPA Policy. Students must earn a minimum grade-point average of 2.0 (C) on the total courses taken in the College of Business 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 program makes a vital

contribution to those programs and student learning. Student participation is an important and expected part of the assessment process.

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 seven 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.

Internships Students are encouraged to participate in business and industrial organizations through intern programs.

Internships are available during the junior or senior years. Students interested in internships should interview early with the internship coordinator for enrollment

in this program.

COURSE DESCRIPTIONS

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: COMS 101 or equivalent or COMS 111 and COMS 112 F, S

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.

Pre: COB Junior Standing F, S

346 (3) Production and 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 F, S

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. F, S

440 (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. F, S

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.

Pre: MGMT 440 F, S

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.

Pre: MGMT 440 F, S

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. Students have contact with other business professionals and entrepreneurs via field trips, guest speakers, and the end-of-term entrepreneurial fair held on campus. F

444 (3) Organization Design

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.

Pre: MGMT 330 F, S

445 (3) Training and Development

Students design and deliver training by assessing client needs, defining learning outcomes, choosing effective methods, training, and evaluating results.

Pre: MGMT 440 F, S

447 (3) Management: Special Topics

Special topics as requested by students.

Pre: MGMT 330 V

448 (3) Operations Planning and 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 V

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. F

451 (3) Advanced Topics in POM

This course covers recent developments and trends in operations management. The emphasis is on such issues as JIT, GT, FMS, CIM, Concurrent Engineering, DFM, and Optimized Technology. Case studies and industrial projects will be used to illustrate the implementation aspects of the subjects covered. POM software applications are also emphasized.

Pre: MGMT 346, MGMT 485 V

452 (3) Operations Strategy

Capstone course covering strategic issues in Operations Management, and their practical consequences for policy making. The emphasis is on (a) understanding how manufacturing interacts with other business functions, e.g. marketing, accounting, and finance, and (b) determining how the manufacturing function can contribute to the success of the firm.

Pre: MGMT 346 V

455 (3) Dynamics of Negotiations

This course has three major objectives. Firstly, it introduces students to the analytical concepts necessary for effective business negotiations. Secondly, it provides a variety of applications that illustrate the importance of negotiations to management. Finally, the course provides students with the opportunity to practice business negotiation skills through a variety of experiential exercises. V

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. S

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. Pre: MGMT 200, MGMT 330 F, S

471 (3) Wireless Networks

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

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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 V

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 lifecycle models, development team organization, and management of technical people will also be discussed.

Pre: Senior in MIS V

473 (3) Intro to E-Commerce

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 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 V

476 (3) Decision Support Systems

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 485 F

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 S

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 F, S

481 (3) Business Policy and Strategy

This course examines policy problems of profit and not-for-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.

Pre: MGMT 330, FINA 362 and MRKT 310 F, S

482 (3) Business, Society, and 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. F, S

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. V

491 (1-3) In-Service V

497 (1-9) Internship

Supervised experience in business, industry, state or federal institutions. P/N only. F, S

498 (1-3) Internship

Supervised experience in business, industry, state or federal institutions. Grade only. F, S

499 (1-4) Individual Study F, S

MSU'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, Management Accounting**

- Subpart 3 - Gerontology: **GERO 200, Interdisciplinary**

- **Perspectives** or **SOC 4/504, Sociology of Aging**

- Subpart 4 - Health Care and Medical Needs: **HLTH 4/555, Health and Aging** or **NURS 340, Gerontological Nursing**

- Subpart 5 - Nursing Facility Services, Programs and Issues, Subpart 7 - Regulatory Management: **GERO 4/580, Nursing Administration**

- Subpart 6 - Human Resources: **POLS 4/563, Public Personnel Administration** or **MGMT 4/540, Human Resource Management** or **POLS 662, Seminar: Human Resource Management**

- Subpart 8 - Information Uses: **MGMT 200, Introduction**

- **to MIS**

- Practicum: **GERO 4/698, Practicum in Nursing Home Administration**