

Business – Management

and challenge their analytical ability. It is recommended that finance majors take this course in their final semester.

Prerequisite: FINC 324

Management (MGMT)

Anderson, (chair), Elm, Goodpaster, Gorski, Hedberg, R. Kennedy, Knauff, A.T. Mason, McNamara, Militello, Nyquist, Owens, W. Raffield, Sheppeck, Trostel

Concentration in Human Resources Management

Human Resources Management emphasizes the behavioral aspects of management in preparing students for careers in managing. It attracts students whose interests gravitate toward personnel activities. Those activities would include recruiting; wage and salary administration, training and development, labor relations, and collective bargaining.

ACCT	211	Financial Accounting
ACCT	213	Managerial Accounting
BUS	200	Community Service (0 credit)
BUS	300	Business Ethics (2 credits)
FINC	321	Financial Management
MGMT	340	Management I: Fundamental Business and Organizational Concepts (2 credits)
MGMT	342	Management II: Design of Business and Organizational Process
MGMT	380	Management-Organization Behavior
MGMT	444	Human Resources Management
MGMT	460	Current Issues in Human Resources Management
MGMT	480	Management III: Integrative Issues of Business and Organizations
MKTG	300	Principles of Marketing

Plus one of:

BLAW	365	Business Law
BLAW	366	Legal Environment of Business
BLAW	367	International Business Law

Plus two of:

CATH	340	Disputed Questions: Christianity and the Management Profession
COMM	320	Organizational Communication
PSY	111	General Psychology
SOC	100	Introduction to Sociology
SOC	251	Race and Ethnicity
SOC	384	Small Groups
THEO	306	Christian Faith and the Management of Wealth

Plus allied requirements (see above)

Recommended:

MGMT	489, 490	Special Topics: Labor Relations and Collective Bargaining; Compensation and Benefits; Organization Development and Change; Recruiting and Staffing; Training and Development
------	----------	--

Concentration in Operations Management

The operations management concentration is concerned with the management of people, material, equipment, information, and other resources used in the production of goods and services by an organization. This concentration includes both behavioral and quantitative aspects of management. Emphasis in this area prepares students for analytical and supervisory positions in areas such as purchasing, materials management, transportation, inventory control, operations scheduling, operations cost control, quality control, and systems and methods analysis.

ACCT	211	Financial Accounting
ACCT	213	Managerial Accounting
BUS	200	Community Service (0 credit)
BUS	300	Business Ethics (2 credits)
FINC	321	Financial Management
MGMT	340	Management I: Fundamental Business and Organizational Concepts (2 credits)
MGMT	342	Management II: Design of Business and Organizational Process
MGMT	345	Operations Management
MGMT	445	Advanced Operations Management
MGMT	480	Management III: Integrative Issues of Business and Organizations
MKTG	300	Principles of Marketing

Plus one of:

ECON 335 Money, Financial Markets and the Economy
ECON 348 International Economics

Plus one of:

BLAW 365 Business Law
BLAW 366 Legal Environment of Business
BLAW 367 International Business Law

Plus one of:

MGMT 346 Materials Management
MKTG 350 Marketing Channels and Distribution Systems

Plus allied requirements (see above)

Recommended:

MGMT 489/490 Special Topics: Use of Simulation in Operational Systems, Project Management, Service Operations, New Paradigms in Operational Systems, Comparative Operations, Total Quality Management, Work Flow and Process Design; Scheduling and Sequencing, Program Management

150 Introduction to Business

This course is designed to serve those students who do not intend to major in business administration but who would like to become familiar with the language and reasoning which takes place in the everyday world of business. Students will be introduced to the various functional areas of business and will examine the social and ethical responsibilities of business. NOTE: 150 will not substitute for a required BA course in any of the BA majors; no required BA course will be waived because a student has taken 150.

300 Management for Non-Business Majors

This course presents a theory of management. Starting with the functions of management (planning, organizing, staffing, directing, and controlling), it examines the nature of structure, authority, accountability, responsibility, motivation and the concept of leadership, and the role of the professional manager.

Prerequisite: Junior standing.

340 Management I: Fundamental Business and Organizational Concepts 2 credits

An introduction to the managerial view of organizational activities, both current and historical. Explores the functions, tasks and responsibilities of management. Through case studies students encounter what real organizations are like, what managers do in them, and why those activities are important to the success of the organization. Course develops business writing and group work skills.

Prerequisite: Junior standing

342 Management II: Design of Business and Organizational Process

The objectives of this course are to expand upon the introduction established in MGMT 340, and to develop specific analytical concepts, skills, perspectives and techniques useful for managing organizations. The course provides students the opportunity to practice and develop skills in the following: formal group written and oral reports, group process skills, project management, and the analysis of an actual organization. This course includes lectures, group work done outside class and a strong fieldwork component. A significant amount of preparation and work is expected to be done outside of class.

Prerequisites: BUS 300, MGMT 340, QMCS 201 or 220

344 Labor Relations and Collective Bargaining

Examines the relationship between management and organized groups of employees, including labor unions and professional associations. Analysis and evaluation of collective bargaining issues, factors contributing to industrial conflict, methods of dispute settlement.

345 Operations Management

An examination of the concepts and techniques utilized in the management of manufacturing and service operations. The focus is on the tactical tools of operations management systems. Topics covered include the management of process, technology, production, quality, inventory, workforce and facilities in operating systems. Offered in fall semester.

Prerequisite: MGMT 342

346 Materials Management

The conceptual and analytical framework of materials management problems. It focuses on the development and implementation of the materials portion of operations systems. It includes topics in purchasing, inventory management, capacity planning, process design, layout, scheduling, and manufacturing planning and control systems. Offered in fall semester.

Prerequisite: MGMT 342

Business – Marketing

380 Management-Organizational Behavior

This course deals with the study of behavioral science theories and research regarding behavior in organizations. The focus is on the development of skills in the analysis of individual, small group, intergroup and total organization behavior. In addition, the course deals with the development of action decisions from a management perspective regarding organizational behavior.

Prerequisites: MGMT 340 and junior standing

444 Human Resources Management

This course deals with concepts involved in human resources administration in various types of organizations. Key topics include human resource planning, staffing, performance appraisal, compensation and benefits, training, employee/labor relations and career development.

Prerequisite: MGMT 342 and junior standing; MGMT 380 (may take concurrently). (Sociology majors may substitute SOC 386 for MGMT 380.)

445 Advanced Operations Management

This course deals with both the strategic and tactical needs of operations management. It includes recent theories and developments aimed at increasing competitiveness and long/short term productivity. In addition, it stresses the practical application of operations management concepts and the development of problem solving, self-managed team, project management, and presentation skills. This endeavor is facilitated through strong participation in the SBI program. Offered spring semester.

Prerequisites: MGMT 345 and senior standing

460 Current Issues in Human Resources Management

This course provides the student with an understanding of important current issues regarding the utilization of people in organizations and how the human resources function operates in various types of organizations. Students will engage in discussions with senior human resources managers and complete a field project. This course serves as the capstone for the Human Resources concentration and contains the Small Business Institute field project. Offered spring semester.

Prerequisites: MGMT 380, MGMT 444 and senior standing

480 Management III: Integrative Issues of Business and Organizations (449)

This course examines organizational issues from an integrative perspective. It draws on concepts from the entire business curriculum to view the organization as a whole and examine the process of competing.

Prerequisites: Senior standing, MGMT 342, FINC 321, MKTG 300

Marketing (MKTG)

Rexeisen (chair), Abdelaal, Brennan, E. Kennedy, Lawton, Liu, Lundsten, Sauter, Spriggs, R. Sullivan

Students electing the marketing concentration prepare themselves for selling and marketing careers. Marketing specialists also pursue careers in advertising, public relations, marketing research, distribution, and retailing.

Concentration in Marketing Management

ACCT	211	Financial Accounting
ACCT	213	Managerial Accounting
BUS	200	Community Service (0 credit)
BUS	300	Business Ethics (2 credits)
FINC	321	Financial Management
MGMT	340	Management I: Fundamental Business and Organizational Concepts (2 credits)
MGMT	342	Management II: Design of Business and Organizational Process
MGMT	480	Management III: Integrative Issues of Business and Organizations
MKTG	300	Principles of Marketing
MKTG	430	Marketing Management

Plus one of:

BLAW	365	Business Law
BLAW	366	Legal Environment of Business
BLAW	367	International Business Law

Plus two of:

MKTG	310	Professional Selling
MKTG	320	Promotion Management
MKTG	330	International Marketing
MKTG	340	Marketing Research
MKTG	350	Marketing Channels and Distribution Systems
MKTG	360	Retailing and Retailing Services
MKTG	370	Buyer Behavior