MANAGEMENT

The Management major is a broad-based degree program enabling students to understand how organizations operate in the contemporary global environment. Management majors acquire an understanding of the external environment of business and how it affects the internal activities of an enterprise.

Drawing on management theory as well as current business practices, students develop knowledge, skills and competencies that will enable them to assume positions in a wide variety of industries and organizations. The Management curriculum places special emphasis on personal ethical accountability and corporate social responsibility. In addition to coursework in business disciplines such as accounting, economics, finance, law, marketing, management information systems and operations management, students complete management courses that explore how resources—whether human, information, technology, knowledge or materials—all strategically combine to achieve the goals of an organization. The communication, teamwork and leadership skills needed in managerial roles are emphasized across the curriculum. Students also choose a four-course concentration in one of four areas. An internship from any Business school major is required.

Major in Management

All Management students must complete the following courses to earn their degree.

SACRED HEART UNIVERSITY CORE CURRICULUM (54–56 CREDITS)

COLLEGE OF BUSINESS FOUNDATIONS COURSE

BU 121 Introduction to Business
COLLEGE OF BUSINESS CORE CURRICULUM (24 CREDITS + 15 REQUIRED SUPPORTING CREDITS + A 12 CREDIT CONCENTRATION)

AC 221  Financial Accounting and Reporting
AC 222  Managerial Accounting and Control
MGT 101  Organizational Management
MGT 231  Business Law I
MGT 257  Business Ethics
MGT 401  Business Policy
FN 215  Financial Management
MK 201  Principles of Marketing

OTHER COURSES IN MAJOR (15 CREDITS)

MGT 202  Organizational Behavior
MGT 278  International Business
MGT 375  Operations Management
IS 101  Dynamics of Information Technology
MGT 390  Internship
MGT 344  Junior Achievement

REQUIRED SUPPORTING COURSES (TAKEN AS PART OF UNIVERSITY CORE)

EC 202  Principles of Microeconomics
EC 203  Principles of Macroeconomics
MA 133  Elementary Statistics with Business Applications

CONCENTRATION (12 CREDITS)

Choose from:

*Human Resources Management*
MGT 207  Management of Human Resources
MGT 334  Human Resources Law
Management elective
Management elective

*Global Business Management*
MGT 203  Cross-Cultural Relations

MGT 370  Global Leadership
Management elective
Management elective

General Management

MGT 403  Frontline Supervisory Skills
MGT 304  Decision Making for Business
Management elective
Management elective

Small Business Management and Entrepreneurship

MGT 373  Business Plan Creation
MGT 374  Introduction to Small and Family Business Management
Management elective
Management elective

Minor in Business

The minor in Business Administration requires the completion of 15 credits.

REQUIRED COURSES

AC 221  Financial Accounting and Reporting
MGT 101  Organizational Management
MK 201  Principles of Marketing
EC 202  Principles of Microeconomics
FN 215  Financial Management

Business Course Descriptions

MGT 101 Organizational Management
3 CR
An interdisciplinary study of the management of organizations and decision-making, utilizing behavioral and quantitative approaches. Topics include: decision-making, motivation and behavior, leadership, group behavior, organizational change, planning, control and allocation of resources. These topics are addressed against a backdrop of
management responses to issues of ethics, social responsibility, and globalization. Lecture and case study format.

**MGT 202 organizational Behavior**
3 CR
Organizational behavior is about people and how they act and interact, mostly as members of groups. Current theories of organizational behavior are examined through the use of self-administered tests, experiential exercises, discussion and case analysis.
Prerequisite: MGT 101

**MGT 203 Cross-Cultural relations**
3 CR
Being able to work well with people from other cultures, both outside and inside your country, is vital in the changing global environment. Cultural sensitivity and awareness of different perceptions, values, and traditions are important individual skills. Many people identify with more than one culture, adding to the complexity of cross-cultural relations. In this course students learn to be alert to possible cultural differences. Students come to understand these differences and learn not to rely on self-referential criteria.

**MGT 207 Management of Human Resources**
3 CR
Explores the contemporary human resources function and basic processes involved in the recruitment, selection, training, development, and evaluation of an organization’s human resources. Additional topics include today’s emphasis on talent management as well as legal issues in HR management, labor relations, performance assessment and improvement, career paths, termination, compensation and benefit systems and managing diversity.
Prerequisite: MGT 101

**MGT 231 Business Law I**
3 CR
Provides a general survey of law adapted to the business environment. Areas of study include the judicial system, constitutional law, criminal law, tort law, contract law, international law, and employment law.

**MGT 232 Business Law II**
3 CR
Provides an advanced survey of law adapted to the business environment. Areas of study include the uniform commercial code, agency law, business organizations, property law, securities law, secured transactions law and bankruptcy law.
Prerequisite: MGT 231

**MGT 233 International Business Law**
3 CR
A general survey of international law including treaties and international organizations. Topics include: the European community, WTO, U.S. trade policy, international contracts and international payment mechanisms.
Prerequisite: MGT 231

**MGT 334 Human Resources Law**
3 CR
A survey of the laws which create, regulate and terminate the relationship between the employer and the employee, including contract law, federal and state anti-discrimination statutes, wage and hour statutes, and other applicable law. With a micro analysis of the life of an employee complaint, from internal filing to litigation.
Prerequisite: MGT 231

**MGT 257 Business Ethics**
3 CR
Investigates the ethical questions that arise in normal business situations. The case study method is used to examine topics such as justice and the market system,
whistle-blowing, trade secrets and conflict of interest, privacy, discrimination and affirmative action, marketing, safety and employment issues. Special emphasis is given to ethics as it relates to finance, corporations and international business.

Prerequisites: PH 101 and MGT 101

MGT 344 Junior Achievement
1-3 CR
Junior Achievement is an experiential course for junior and senior Management students. The course is a variable credit course, such that students can complete up to 3 credits. The course will require students to teach the Junior Achievement Business curriculum, including but not limited to financial literacy, developing a business plan and entrepreneurship, at high schools in the community in a seven to 10 week format based on the program they will be volunteering in. The course is designed to have students apply concepts they learn in the Business Administration program to their teachings, and it will help students strengthen their presentation skills while encouraging them engage in community service.

MGT 375 Operations Management
3 CR
This course serves as the introduction to the operations function of business. All organizations, for profit or not-for-profit, manufacturing, processing, or services, have operations as their central function. Despite their diversity, these organizations share common objectives and concepts; in most cases, the same principles can be applied to help manage the operations. Major topics include determining operations strategy and objectives, planning the operations process, controlling operations, and managing its quality. The course introduces concepts to help understand how operations are organized and how operations decisions affect virtually every aspect of the firm.

Prerequisites: BU 201 and MA 133

MGT 278 Principles of international Business
3 CR
Surveys the scope of international business with special emphasis on various environments including political, economic, legal, technological, and socio-cultural. Also discusses the managerial process of planning, organizing, controlling, and leading in a global context, and its application to achieve success in international business.

Prerequisite: MGT 101

MGT 299 Special Topics in Management
3 CR
Designates new or occasional courses that may or may not become part of the department’s permanent offerings. Courses capitalize on a timely topic, a faculty member’s particular interest, an experimental alternative to existing courses, etc. Prerequisites are established by the department as appropriate for the specific course. Consult the current course schedule for available topics and current prerequisites.

MGT 401 Business Policy
3 CR
Explores the formulation and administration of policy, integration of the various specialties of business and development of an overall management viewpoint.

Prerequisite: senior standing

MGT 403 Frontline Supervisory Skills
3 CR
Explores supervisory skills required to effectively manage and deal with people in the workplace. Emphasis is on strategic human resource issues of recruiting and managing to retain talent. Includes skill-building applications to practice supervisory skills such as interviewing, providing feedback, conducting effective meetings, resolving team conflict, dealing with emotional behavior, and managing separations, terminations, and outplacement.

Prerequisite: MGT 202
MGT 304 Decision Making in Business
3 CR
This course gives students an opportunity to explore business decision-making tools and to apply them to business problems. Students will work in teams on complex problems facing managers and make decisions and recommendations for actions. Students are required to spend time outside of class to research information and work with team members. Prerequisites: Bu201, Fn215, MA133

MGT 373 Business Plan Creation
3 CR
Students utilize their skills in various business disciplines to explore the passion of creativity. The course enables students to conceptualize and pursue the development of a new idea or concept or the improvement/new application of an existing product or service. Students utilize their knowledge of the market and competitive landscape, research, financial models, and management skills to determine the feasibility of a project and evaluate risk and the process of raising venture or risk capital.
Prerequisites: MGT 101, FN 215, and Junior or senior standing

MGT 374 Introduction to Small and Family Business Management
3 CR
This course introduces the student to the challenges, opportunities and rewards of owning a small business and provides the tools needed to be successful from startup through growth. The course is also directed to students who will enter into the management of family businesses, either their own family’s or someone else’s, and who will do business with family firms, consult to them, work with them in private wealth management, mergers and acquisitions, banking, consulting, outsourcing, etc.
Prerequisites: BU 201

MGT 390 Internship
3–9 CR
Students are directly involved in various dimensions of business. Emphasis is on the practical application of business principles and skills to a specific industry or organization. An on-site business professional supervises students.
Prerequisites: Junior or senior status plus permission of the internship coordinator and department chairperson

MGT 370 Global Leadership
3 CR
Global business means political, economic and socio-cultural interdependence and the linkages among politics, economics, cultural traditions, industries and regional trading blocs create an environment of change and uncertainty. It is in this changing environment that business leaders must learn to operate successfully. This course introduces students to global leadership and its development and is designed for students who want to work effectively with people from various cultures. The content and skills taught in this course provide tools for students to lead more effectively in today’s more integrated global economy.

MGT 399 Independent Study
1–3 Cr
Students work on a special topic under the direction of an instructor. Permission of the instructor and department chairperson is granted to qualified Business majors on the basis of a written proposal from the student.