

Management

IN THE FOWLER COLLEGE OF BUSINESS

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A Member of the AACSB International—The Association to Advance Collegiate Schools of Business.

Faculty

Emeritus: Atchison, Belasco, Brady, Butler, Dunn, Ehrlich, Hampton, Hergert, Naughton, Rhyne, Robbins, Singh, Shore, Wright

Chair: Sundaramurthy

Professors: Chung-Herrera, De Noble, Musteen, Randel, Ryan, Sundaramurthy

Associate Professors: Ahsan, Bernerth, Dean, Francis, Shin, Zheng

Assistant Professors: Chakravarty, Eissa, Grissom, Wiegand

Lecturers: Robbins, Sannwald, Sloan

Offered by the Department

Master of Science degree in business administration.

Master of Science degree in global business development.

Master of Business Administration.

Major in management with the B.S. degree in business administration.

Major in general business with the B.S. degree in business administration. See Business Administration.

Minor in entrepreneurship.

Minor in management.

The Major

Management is defined as the process of administering and coordinating resources in an effective and efficient manner to achieve the goals of an organization. Managers plan, organize, lead, and control:

- Planning deals with the establishment of goals;
- Organizing involves the determination of tasks to be done, who will do them, and how they will be organized;
- Leading is the function that directs members of a work group to achieve the goals of the organization; and
- Controlling involves the identification of deviations between planned and actual outcomes of the organization.

Major areas within management include international business, entrepreneurship, human resource management, and corporate governance.

- Recent studies indicate that the demand for professional managers will continue to increase. Typical careers include:
- Organization and management analysts design and evaluate strategy, structure, and culture;
- International managers supervise foreign-based manufacturing and/or marketing operations for American companies;
- Entrepreneurs start new ventures or create new ventures within an existing organization;
- Human resource management analysts/administrators function as recruiters, trainers, compensation and benefits specialists, labor relations specialists, and ethical officers for the organization;
- Top managers lead organizations and may share power and responsibility with directors, investors, and employees.

Business Honors Program

The Business Honors Program offers excellent upper division business students the opportunity to explore issues in our local, regional, and global business environments focusing on the social and ethical responsibility that business has to the community and society. Honors students will enroll in a one unit business honors seminar each semester. During their enrollment they will participate in activities to promote their academic and personal growth, documenting their work in a written portfolio.

Generally, students should apply to this program at the time of application to upper division business. Applicants must submit an essay with their application. Applicants must have a 3.6 cumulative GPA or good standing in the Weber Honors College. Students not meeting these requirements may petition for admission to the program. Successful completion of the Business Honors Program will be recognized at graduation. Contact Dr. Robert A. Judge, Department of Management Information Systems, for more information about this program.

Statement on Computers

Before enrolling in upper division courses in the Fowler College of Business, students must be competent in the operation of personal computers, including word processing and spreadsheets. Business students are strongly encouraged to have their own computers capable of running word processing, spreadsheet, presentation, e-mail, and Internet applications such as those found in packages sold by major software publishers. Availability of on-campus computing resources can be limited due to increasing demand across the university.

Retention Policy

The Fowler College of Business expects that all business students will make reasonable academic progress towards the degree. Business premajors who have earned 60 units but have less than a 2.9 may be removed from the premajors and placed in undeclared. Upper division business majors earning less than a 2.0 average in their major GPA for two consecutive semesters may be removed from business and placed in undeclared.

Transfer Credit

Lower Division: Courses clearly equivalent in scope and content to San Diego State University courses required for minors or as preparation for all business majors will be accepted from regionally accredited United States institutions and from foreign institutions recognized by San Diego State University and the Fowler College of Business.

Upper Division: It is the policy of the San Diego State University Fowler College of Business to accept upper division transfer credits where (a) the course content, requirements, and level are equivalent to San Diego State University courses and (b) where the course was taught in an AACSB International—The Association to Advance Collegiate Schools of Business accredited program. Exceptions require thorough documentation evidencing the above standards.

Impacted Program

The management major is impacted. Before enrolling in any upper division courses in business administration, students must advance to an upper division business major and obtain a business major code. To be admitted to an upper division business major (accounting, finance, financial services, real estate, information systems, management, or marketing), students must meet the following criteria:

- Complete with a grade of C (2.0) or better: Accountancy 201, 202; Economics 101, 102; Finance 240 (or an approved business law course); Management Information Systems 180; Mathematics 120 (or an approved calculus course or an approved three-unit finite mathematics course); Rhetoric and Writing Studies 290 (RWS 290 is not required for the accounting major); and either Statistics 119 or Economics 201. These courses cannot be taken for credit/no credit (Cr/NC);
- Complete a minimum of 60 transferable semester units;
- Have a cumulative GPA of 2.9.

Students who meet all requirements except the GPA may request to be placed on the waiting list. While all spaces are usually filled by eligible students, if there is room in the program after all the fully-qualified students have been accommodated,

students will be admitted from the waiting list in GPA order. Contact the Fowler Center for Student Success (EBA-448), 619-594-5828, for more information.

To complete the major, students must fulfill the degree requirements for the major described in the catalog in effect at the time they are accepted into the premajor at SDSU (assuming continuous enrollment).

Major Academic Plans (MAPs)

Visit <http://www.sdsu.edu/mymap> for the recommended courses needed to fulfill your major requirements. The MAPs website was created to help students navigate the course requirements for their majors and to identify which General Education course will also fulfill a major preparation course requirement.

Management Major

With the B.S. Degree in Business Administration

(Major Code: 05061) (SIMS Code: 222557)

A minor is not required with this major.

Preparation for the Major. Complete with a grade of C (2.0) or better: Accountancy 201, 202; Economics 101, 102; Finance 240 (or an approved business law course); Management Information Systems 180; Mathematics 120 (or an approved calculus course or an approved three-unit finite mathematics course); Rhetoric and Writing Studies 290; and either Statistics 119 or Economics 201. (27 units)

These prerequisite courses may not be taken Cr/NC; the minimum grade in each class is C. Additional progress requirements must be met before a student is admitted to an upper division major.

Graduation Writing Assessment Requirement. Passing the Writing Placement Assessment with a score of 10 or completing one of the approved upper division writing courses (W) with a grade of C (2.0) or better. See "Graduation Requirements" section for a complete listing of requirements.

Major. Students may elect to major in management or to complete the management major with a specialization in human resource management or entrepreneurship.

Forty-four upper division units consisting of Management 352, 357, 358, 401, 444, 475; Business Administration 300, 310, 323, 350, 360, 370, 405; Management Information Systems 301; and six units selected from Management 353, 355, 452, 455, 459, 460, 461, 462, 463, 464, 467, 498. A "C" (2.0) average or better is required in the courses stipulated here for the major.

Specialization in Entrepreneurship

(SIMS Code: 222564)

Forty-four upper division units consisting of Management 358, 401, 444, 460, 475; Business Administration 300, 310, 323, 350, 360, 370, 405; Management Information Systems 301; and nine units selected from Management 353, 355, 452, 455, 459, 498, Journalism and Media Studies 480. A "C" (2.0) average or better is required in the courses stipulated here for the major.

Specialization in Human Resource Management

(SIMS Code: 222563)

Forty-four upper division units consisting of Management 352, 401, 444, 461, 462, 475; Business Administration 300, 310, 323, 350, 360, 370, 405; Management Information Systems 301; and six units selected from Management 463, 464, 466, 467, 498. A "C" (2.0) average or better is required in the courses stipulated here for the major.

Entrepreneurship Minor

(SIMS Code: 222565)

Admission to the minor in entrepreneurship requires completion of at least 60 units with a minimum overall GPA of 2.9, and completion of Accountancy 201 with a grade of C (2.0) or better.

The minor in entrepreneurship consists of 15 units to include Accountancy 201*; Management 358, 460; one course selected from Management 353, 355, 452, 455, 459, Finance 328; and one or two courses selected from the following preapproved electives:

Majors in the Fowler College of Business, Hospitality and Tourism Management, and International Business select two courses from Business Administration 404, Communication 307, 371, 406, Finance 321, 328, Hospitality and Tourism Management 320, Management 352, 353, 355, 452, 455, 459, Management Information Systems 306, 383, Marketing 373, 377, 476, Recreation and Tourism Management 475.

All other majors select one course from Business Administration 323, 350, 360, 370, Communication 307, 371, 406, Finance 321, 328, Journalism and Media Studies 480, Management 352, 353, 355, 452, 455, 459, Management Information Systems 306, 383, Recreation and Tourism Management 475.

Students will be required to participate in at least one experiential component. See list of options in the Fowler Center for Student Success (EBA-448).

Courses in the minor may not be counted toward the major, but may be used to satisfy preparation for the major and general education requirements, if applicable. A minimum of six upper division units must be completed in residence at San Diego State University. Students with a major in the Fowler College of Business, Hospitality and Tourism Management, or International Business should choose courses carefully with an adviser in their major department and the Fowler Center for Student Success (EBA-448). The entrepreneurship minor is not open to management majors.

Students must meet the prerequisites for the minor in effect at the time they declare the minor. Before declaring the minor, students must attend an advising session with the entrepreneurship minor adviser and have the faculty sign the advising form. Contact the Fowler Center for Student Success (EBA-448) for admissions criteria and procedures.

*Accountancy 201 waived for Business Administration, Hospitality and Tourism Management, and International Business majors.

Management Minor

(SIMS Code: 222559)

Admission to the minor in management requires completion of at least 60 units with a minimum overall GPA of 2.9 and completion of Accountancy 201 with a grade of C (2.0) or better.

For all majors outside of the Fowler College of Business, Hospitality and Tourism Management, and International Business, the minor in management consists of a minimum of 22 units to include Accountancy 201; Business Administration 300, 350; Economics 101, 102; Management 352, 357 or 358, and 444.

For all majors in the Fowler College of Business, Hospitality and Tourism Management, and International Business, the minor in management consists of a minimum of 15 units to include Accountancy 201; Management 352, 357 or 358, 444, and one upper division course (three units) in management.

Courses in the minor may not be counted toward the major, but may be used to satisfy preparation for the major and general education requirements, if applicable. A minimum of six upper division units must be completed in residence at San Diego State University. Students with a major in the Fowler College of Business, Hospitality and Tourism Management, or International Business should choose courses carefully with an adviser in their major department and the Fowler Center for Student Success (EBA-448).

Students must meet the prerequisites for the minor in effect at the time that they declare the minor. Contact the Fowler Center for Student Success (EBA-448) for admissions criteria and procedures.

Management

Courses (MGT)

Refer to *Courses and Curricula and University Policies* sections of this catalog for explanation of the course numbering system, unit or credit hour, prerequisites, and related information.

LOWER DIVISION COURSE

MGT 296. Experimental Topics (1-4)

Selected topics. May be repeated with new content. See *Class Schedule* for specific content. Limit of nine units of any combination of 296, 496, 596 courses applicable to a bachelor's degree.

UPPER DIVISION COURSES

(Intended for Undergraduates)

MGT 352. Human Resource Management (3)

Prerequisite: Approved upper division business major, business minor, or another major approved by the Fowler College of Business. **Proof of completion of prerequisite required:** Copy of transcript.

Acquisition, development, maintenance, and termination of human resources in accordance to goals of the organization.

MGT 353. Creativity and Innovation (3)

Prerequisite: Business Administration 350. **Proof of completion of prerequisite required:** Copy of transcript.

Managing creativity, including selling creative ideas to others, scanning for new opportunities, taking creativity to the marketplace, and creating an organizational culture for innovation.

MGT 355. International Entrepreneurship (3)

Prerequisite: Approved upper division business major, business minor, or another major approved by the Fowler College of Business. **Proof of completion of prerequisite required:** Copy of transcript.

Launching and managing an international entrepreneurial venture. Search and identification of opportunities in foreign markets, logistics of international business expansion, cross-cultural business communication, and international networking.

MGT 357. Multinational Business and Comparative Management (3)

Prerequisite: Business Administration 350. **Proof of completion of prerequisite required:** Copy of transcript.

Context of international business, environment, institutions, and business practices. Cultural awareness, sensitivity, interpersonal, and leadership skills needed in an international context.

MGT 358. Fundamentals of Entrepreneurship (3)

Prerequisite: Approved upper division business major, business minor, or another major approved by the Fowler College of Business. **Proof of completion of prerequisite required:** Copy of transcript.

Process of initiating, expanding, purchasing, and consolidating businesses. Concepts, theories, and techniques of managerial innovation and implementation.

MGT 401. Business Internship (3) Cr/NC

Prerequisites: Business Administration 350 and consent of faculty adviser. **Proof of completion of prerequisites required:** Copy of transcript.

Internship with business firms, nonprofit organizations, or government agencies. Work done under joint supervision of intern organization and course instructor.

MGT 434. Business Negotiation (3)

Prerequisite: Business Administration 350.

Origins and strategies of abstract and theoretical approaches to bargaining and negotiation in business situations faced by managers and leaders.

MGT 444. Business Ethics and Corporate Governance (3)

Prerequisites: Business Administration 300, 350. **Proof of completion of prerequisites required:** Copy of transcript.

Corporate social responsibility, stakeholder theory, morality of capitalism, and corporate governance. Ethical theory and its application to ongoing issues and current events within the business context.

MGT 452. Family Business Management (3)

Prerequisite: Management 358. **Proof of completion of prerequisite required:** Copy of transcript.

Managing a family owned business. Succession planning, governance, strategy and family dynamics of mixing family and business roles, non-family employees, and culture.

MGT 455. Social Entrepreneurship (3)

Prerequisite: Management 358. **Proof of completion of prerequisite required:** Copy of transcript.

Entrepreneurial skills to craft innovative responses to social needs. Social mission, launching and building a social venture and developing social returns to an enterprise.

MGT 459. Franchise Management (3)

Prerequisite: Management 358. **Proof of completion of prerequisite required:** Copy of transcript.

Franchising presented as a viable alternative path to entrepreneurship. Nature and role of franchisor and franchisee including challenges of becoming a franchisee of an existing system and of becoming a franchisor.

MGT 460. Business Plan Development (3)

Prerequisite: Management 358. **Proof of completion of prerequisite required:** Copy of transcript.

Core concepts and key elements of producing a business plan for a new entrepreneurial venture or for new business opportunity within an existing organization.

MGT 461. Human Resource Selection (3)

Prerequisite: Management 352. **Proof of completion of prerequisite required:** Copy of transcript.

Employee selection and placement issues in organizations including strategic, legal, and measurement issues. Roles of recruitment, job analysis, and human resource planning in human resource selection process.

MGT 462. Compensation (3)

Prerequisite: Management 352. **Proof of completion of prerequisite required:** Copy of transcript.

Wage and salary administration in organizations. Determinants of general wage and salary levels and structures. Total compensation systems, interrelationship among employee performance, intrinsic and extrinsic rewards, pay equity, and employee pay satisfaction.

MGT 463. Performance Management (3)

Prerequisite: Management 352. **Proof of completion of prerequisite required:** Copy of transcript.

Definition, measurement, and evaluation of employee performance, development of employee skills, and implementation of a performance management system.

MGT 464. Legal Issues in Managing Employees (3)

Prerequisite: Management 352. **Proof of completion of prerequisite required:** Copy of transcript.

Statutes, case law, and legal issues relevant to managers, including recruitment, hiring, wages and hours, discrimination, sexual harassment, occupational safety and health, firing and post-termination. Focus on California and federal laws that managers need to know.

MGT 466. International Human Resource Management (3)

Prerequisite: Management 352. **Proof of completion of prerequisite required:** Copy of transcript.

Human resource issue facing multinational corporations including staffing, training and development, performance management, expatriation and repatriation, and compensation.

MGT 467. Diversity Issues (3)

Prerequisite: Management 352. **Proof of completion of prerequisite required:** Copy of transcript.

Managing employees in a diverse workforce. Policy development for managing diversity. Legal issues in diversity.

MGT 475. Leadership in Organizations (3)

Prerequisite: Business Administration 350. **Proof of completion of prerequisite required:** Copy of transcript.

Leadership, communicating vision, initiating changes and innovation, and developing leadership competencies through self-assessment.

MGT 496. Selected Topics in Management (1-4)

Prerequisite: Consent of department chair.

Selected areas of concern in management. See *Class Schedule* for specific content. May be repeated with new content with consent of department chair. Limit of nine units of any combination of 296, 496, 596 courses applicable to a bachelor's degree. Maximum credit six units.

MGT 498. Investigation and Report (1-3)

Prerequisites: Senior standing and consent of instructor.

A comprehensive and original study of a problem connected with management under the direction of one or more members of the management staff. May be repeated with new content. Maximum credit six units.

MGT 499. Special Study (1-3)

Prerequisite: Consent of instructor.

Individual study. Maximum credit six units.

UPPER DIVISION COURSE

(Also Acceptable for Advanced Degrees)

MGT 596. Advanced Topics in Management (3)

Prerequisites: Six upper division units in management. **Proof of completion of prerequisites required:** Copy of transcript.

Advanced special topics in management. May be repeated with new content. See *Class Schedule* for specific content. Limit of nine units of any combination of 296, 496, 596 courses applicable to a bachelor's degree. Maximum credit of six units of 596 applicable to a bachelor's degree. Credit for 596 and 696 applicable to a master's degree with approval of the graduate adviser.

GRADUATE COURSES

Refer to the *Graduate Bulletin*.