

# MANAGEMENT (MGMT)

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## **MGMT 101 Introduction to Business Credits: 3**

This course explores all of the traditional functions performed by business, an introduction of principles and concepts of business, and the framework and environment of our free enterprise system in a global world.

**Fall:** All Years **Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00149765/>)

## **MGMT 221 Computer Concepts and Applications Credits: 3**

MGMT 221 provides students with an introduction to computer software used in today's business world. Students will learn how to use word processing, database, spreadsheet, and graphics software tools as means of communication and problem-solving. The course includes significant computer lab time in which the students' skills and proficiency in the use of these computer software programs will be developed and refined. Students will also be introduced to enterprise resource planning concepts and software and how these programs are integrated into day-to-day business operations.

**Fall:** All Years **Spring:** All Years **Summer:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002435/>)

## **MGMT 280 Fundamentals of Entrepreneurship Credits: 3**

Entrepreneurship is a driving force in the national and global economy, with entrepreneurs starting new businesses, stimulating ancillary businesses and economic growth. Entrepreneurship blends innovation and creativity, risk, and planning. Students may find themselves presented with entrepreneurial opportunities at any time in the future. Fundamentals of Entrepreneurship will provide students with the background of today's entrepreneurial mindset, the process of initiating entrepreneurial ventures, the development of the entrepreneurial plan, and growth strategies for entrepreneurial ventures.

**Fall:** All Years **Spring:** All Years **Summer:** Department Discretion

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00226869/>)

## **MGMT 281 Fieldwork in Business and Entrepreneurship Credits: 3**

In this course, students are exposed to experiences in the form of project-based learning within the broad areas of for-profit, nonprofit, and philanthropic ventures. A feature of this course is its coordination with the Center of Innovation and Entrepreneurship and the Southwest Small Business Development Center (SBDC). Students will learn baseline skills or tools to assist in advising clients on a venture chosen by the class. The project approach to this course will culminate into a final report and presentation to the client.

**Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00226849/>)

## **MGMT 286 Special Topics Credits: 1-3**

A study of more advanced topics in management not normally provided as part of the curriculum.

**Fall:** Department Discretion **Spring:** Department Discretion

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002436/>)

## **MGMT 300 Management Principles Credits: 3**

This course examines the concepts and principles of management including historical and contemporary perspectives of management. The learner will study the four functions of management: planning, organizing, leading, and controlling, which are the foundation of management and provide context to how managers plan, make decisions, organize, motivate, lead and control operations, and the workforce, in a changing environment.

**Fall:** All Years **Spring:** All Years **Summer:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002459/>)

## **MGMT 310 Readings in Management Credits: 1-2**

The course provides an opportunity to study and analyze the work of important management theorists, authors, and practitioners representing different perspectives and various aspects of management including strategy, leadership, and organizational theory. The readings will encompass seminal readings in management theory, management in practice, and contemporary issues in management.

**Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002651/>)

## **MGMT 311 Movies in Management Credits: 1**

The course provides students with the opportunity to study and analyze different movies and identify how they can apply to current business models, challenges, or concepts. The content areas of these movies include ethics, fraud, strategy, leadership, and organizational theory. The movies will encompass depictions of management theory, management in practice, and contemporary issues in management.

**Fall:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00207562/>)

## **MGMT 333 Conflict Resolution Credits: 3**

The course is aimed at developing the knowledge and skill level of students in the areas of conflict management and conflict resolution. As a result of completing this course, students will have a well-developed understanding of the various theories surrounding conflict, conflict resolution, and conflict management. Further, the class will address various techniques used in industry to resolve conflict situations.

**Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002464/>)

## **MGMT 370 Health Services Systems and Information Credits: 3**

This introductory course explores the role of health care administrator in relation to information technology in the health care setting, and how computers enhance health care practice. This course includes analysis of components of computers and networks; and development, enhancement, and selection of health care information system(s). Management and uses of medical databases for health care administrators will be covered. Further topics will include the process of transforming data into usable information, personnel and training issues, understanding the roles of Information Service Department, Telemedicine, and the Internet/WEB.

**Pre-Requisite :** MGMT 221

**Fall:** Odd Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002440/>)

**MGMT 372 US Healthcare Delivery, Service, and Systems Credits: 3**

This course will provide students with information regarding fundamental management principles and special concerns and problems dealing with gerontology and long-term care settings at home and in a variety of institutions. This course will focus on Federal and State regulations, 3rd party reimbursement regulations, health and safety codes, residents rights and the regulatory survey process. The students will learn tools to assess residents quality of care and quality of life. Students will review issues relating to ethics, guardianship and conservatorship, liability, negligence and malpractice.

**Pre-Requisite :** MGMT 300

**Spring:** Even Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002463/>)

**MGMT 390 Social Sustainability Credits: 3**

This is a new course that complements the proposed Entrepreneurship Concentration in Management. Social Sustainability is a growing field of study that examines social needs in the context of entrepreneurship. In particular, it examines the creation of a social value in the context of entrepreneurship practices, theory, and applications. This course looks at different forms of social ventures to include philanthropic, hybrid, or for-profit and identifies tools available to positively impact communities

**Pre-Requisite :** Requires minimum credits: 30

**Spring:** All Years **Summer** Department Discretion

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00226868/>)

**MGMT 420 Business Analytics and Technology Credits: 3**

This course focuses on the analytical methods and technological tools used in the optimization of business, with an emphasis on supply chain. Topics include data analysis, forecasting, inventory management, and the use of software like ERP (Enterprise Resource Planning) and Supply Chain Management systems. The course will also cover emerging technologies like block chain, artificial intelligence, and IoT (Internet of Things) in business contexts. The curriculum emphasizes hands on learning to prepare students to apply analytics and technology in solving business challenges and making data driven decisions. Students will use MS Excel and Power BI to conduct data analysis.

**Pre-Requisite :** FIN 230 OR MATH 200 AND MGMT 221

**Fall:** Department Discretion **Spring:** All Years **Summer** Department Discretion

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00228244/>)

**MGMT 422 Production & Operations Management Credits: 3**

This course will expose the student to an introduction to the concepts, principles, problems, and practices of production and operations management. Emphasis is on managerial processes for effective operations management in both goods-producing and service-providing organizations. Topics include the strategic importance of operations within a business, operations management and value chains, measuring performance, operations strategy, technology and operations management, goods and service design, supply chain design, process design, facility and work design, forecasting, capacity management, managing inventories, supply chain management, resource management, operations planning, scheduling and sequencing, quality management, and lean operations.

**Pre-Requisite :** MGMT 300 AND FIN 230 OR MATH 200 OR PSYC 200 AND MATH 110 OR MATH 115 OR MATH 140 OR MATH 150 and Requires minimum credits: 45

**Fall:** All Years **Spring:** All Years **Summer** Department Discretion  
Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002485/>)

**MGMT 424 Simulation of Industrial and Management Systems Credits: 3**

Methods of simulating industrial and management systems. Computer simulations of business and management decision-making.

**Pre-Requisite :** FIN 230 AND MGMT 221

**Spring:** Odd Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002527/>)

**MGMT 425 Supply Chain Management Credits: 3**

Students will learn how supply chain design, planning, and operations are strategically important to the success of every firm. Organizations that excel in these areas maintain a competitive advantage over their competitors. Students will study the strategic role of supply chains as well as the key strategic drivers of supply chain performance. In addition, students will be able to apply analytic methodologies for supply chain analysis.

**Fall:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00158213/>)

**MGMT 426 Procurement and Inventory Management Credits: 3**

The purpose of this course is to provide students with a broad understanding and knowledge of procurement and inventory management concepts and critical issues affecting the relationships between buyers and sellers in the supply chain. The course will address the demands placed on purchasing and supply chain managers by internal and external stakeholders. Topics will include: Procurement and Inventory management and role in organizational strategy, Purchasing processes and roles of procurement specialists, Evaluation and selection of suppliers, Negotiation and management of supplier contracts, Managing inventory in the organization and in the supply chain, Managing quality in the supply chain

**Spring:** Even Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00170551/>)

**MGMT 427 Transportation and Logistics Management Credits: 3**

The purpose of this course is to provide students with a broad understanding and knowledge of transportation concepts and critical issues affecting the flow of materials and people. The concepts will include (but are not limited to) freight movements, transportation policies, modal characteristics, 3rd party logistics (3PL), security, globalization, and sustainability aspects related to transportation. In addition, the course will focus on developing transportation models. Emphasis will be placed on the application of these concepts to actual business situations. Upon completion of this course, the student should be able to: Understand the role of transportation in a supply chain, Understand the regulations and public policies related to transportation logistics, Obtain knowledge about the pricing and costing for transportation, Understand the characteristics of various modes of transportation such as roadways, railroad, airlines, and water carriers, Learn about risks in transportation, global transportation planning and execution, 3PL, Understand the critical issues while developing transportation strategies, Develop optimization models to find efficient transportation in a supply chain

**Fall:** Odd Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00170552/>)

**MGMT 432 Project Management Credits: 3**

A study of project planning and control including time, budget, materials, and personnel. Coursework will include Gantt charts and PERT/CPM methods, use of project management software, planning, and preliminary analysis of an actual project, and examination of critical chain issues. Simulations may be used when appropriate.

**Spring:** All Years **Summer** Department Discretion

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00226036/>)

**MGMT 435 Quality Management Credits: 3**

The objective of this course is for the student to learn how quality systems, both from the design and implementation perspectives, are strategically important to the success of any firm. Organizations that employ quality methodology within all organizational levels maintain a competitive advantage in the marketplace. Students will study the strategic role of quality, the key strategic drivers of quality, and will be able to apply analytic methodologies for quality improvement.

**Fall:** All Years **Spring:** Department Discretion **Summer** Department Discretion

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00226073/>)

**MGMT 440 International Management Credits: 3**

Strategies and structures for multinational companies, international strategic alliances, international human resource management, motivation and leadership in multinational companies, international negotiation and cross-cultural communication, ethics and social responsibility in the multinational company.

**Pre-Requisite :** MGMT 300

**Fall:** All Years **Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002483/>)

**MGMT 450 Diversity Management Credits: 3**

The focus of MGMT 450 is to help students develop an awareness of, and sensitivity to, the needs and conditions of diverse groups; theoretical and conceptual knowledge about diverse groups; and specific skills in interacting with people from various diverse groups. The class will approach discussions regarding diversity from the underlying issues surrounding privilege. Students will learn how invisible privilege impacts all aspects of life; this concept will be addressed from the perspective of primary and secondary characteristics of demographic diversity.

**Fall:** Even Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002471/>)

**MGMT 451 Training & Development Credits: 3**

A study of the issues associated with the training and development of the existing workforce in an organization. Includes organizational development issues.

**Spring:** Even Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002473/>)

**MGMT 452 Staffing Management Credits: 3**

This course will focus on the various aspects surrounding human resource staffing and recruiting. Specific topics will include: recruiting processes, interviewing techniques, legal issues surrounding recruiting and staffing, forecasting and job analysis techniques.

**Pre-Requisite :** MATH 200 OR FIN 230 OR PSYC 200

**Fall:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002472/>)

**MGMT 453 Compensation and Benefits Credits: 3**

This course will focus on the various aspects surrounding the compensation and benefits field within human resource management. Specific topics will include: terminology, development and implementation of wage and salary surveys, pay audits, job evaluation techniques, legal issues, the connection between pay and performance, the rationale behind various benefit policies, and various types of benefit programs.

**Pre-Requisite :** FIN 230 OR PSYC 200 OR MATH 200

**Spring:** Odd Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002474/>)

**MGMT 454 Labor Relations Credits: 3**

Upon completion of the course, students will have a working understanding of: 1. The evolution of unions in the United States. 2. How unions influence organizational strategic direction. 3. The advantages and disadvantages of unionization for organizations. 4. How the external environment influences both labor and management. 5. Legal aspects relative to labor-management relations. 6. The phases involved in developing a relationship between labor and management. 7. How labor agreements are developed and administered.

**Fall:** Odd Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002476/>)

**MGMT 455 Human Resource Management Credits: 3**

This course is designed to give students an in-depth explanation of the basic functions regarding the field of human resource management.

The primary focus will include best practices and practical application strategies within the field. Content areas include strategic planning, diversity, state and federal laws and regulations, recruitment and selection, employee relations, compensation and benefits, job analysis and evaluation, performance management, training and organization development, career planning, risk management, and union relations.

The course will encompass the use of current event topics and critical analysis techniques regarding human resources, including ethical implications of decisions, and apply legal and ethical decision-making skills to human resource scenarios.

**Pre-Requisite :** MGMT 300

**Fall:** All Years **Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00218248/>)

**MGMT 456 Organizational Behavior and Theory Credits: 3**

The focus will be on human behavior in organizations. Throughout this course, students will develop and apply concepts and theories of organizational behavior in business organizations. A micro to macro approach will be used to progressively study behavior from the individual, group, and organizational levels. The goal of the course is to discover ways to understand and improve behavior at each level, and thereby increase the efficiency of the organization.

**Pre-Requisite :** MGMT 300

**Fall:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00218281/>)

**MGMT 457 Interpersonal Skills Credits: 3**

This course is designed to increase students self-awareness and how it relates to interpersonal and managerial effectiveness. This course improves advanced managerial skills such as goal-setting, time management, running effective meetings, team facilitation, feedback, networking, creative problem solving, coaching, mentoring, and empowerment. It includes current research on optimism, resilience, self-efficacy, work and emotions, cooperation vs. competition, and work design.

**Pre-Requisite :** MGMT 300

**Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00218249/>)

**MGMT 460 Leadership and Team Management Credits: 3**

A study of selected models and practices in effective leadership and team management. The course includes methods and practices which provide hands-on management skills.

**Pre-Requisite :** MGMT 300

**Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002475/>)

**MGMT 470 Long Term Care Administration Credits: 3**

This course will provide students with information regarding fundamental management principles and special concerns and problems dealing with gerontology and long-term care settings at home and in a variety of institutions. This course will focus on Federal and State regulations, 3rd party reimbursement regulations, health and safety codes, residents rights and the regulatory survey process. The students will learn tools to assess residents quality of care and quality of life. Students will review issues relating to ethics, guardianship and conservatorship, liability, negligence and malpractice.

**Pre-Requisite :** MGMT 300

**Fall:** Department Discretion **Spring:** Department Discretion

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002487/>)

**MGMT 471 Managed Care Credits: 3**

This course will provide students with an understanding of the origins, organizations and operations of managed care programs. Students will examine the complexities of the provider-consumer-payer arrangements in a changing and expanding managed care environment. They will review structures, practice models, role of clinicians, capitation and the health service payment systems.

**Pre-Requisite :** MGMT 300

**Fall:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002488/>)

**MGMT 472 US Services, Programs, Issues & Trends in Healthcare Credits: 3**

This course provides an orientation to various analytical and substantive components that are fundamental to becoming familiar with services, programs, issues and trends in Healthcare. Specifically, students will gain an awareness of the complexities of health issues, the historical evolution of issues and themes, and the nature of how different interests and actors interact. Students will learn commonly used frameworks for policy analysis and then apply them to a range of prominent, contemporary health care issues and trends.

**Pre-Requisite :** MGMT 300

**Spring:** Odd Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002491/>)

**MGMT 473 Practicum in Healthcare Credits: 3**

The Practicum provides students with an opportunity to apply their skills in a work setting. Its important that students select a practicum site that can accommodate student learning and skill acquisition. The Practicum of 400 hours is required for those students applying for the Nursing Home Administrators License who do not have current nursing home experience.

**Pre-Requisite :** MGMT 300

**Fall:** Department Discretion **Spring:** Department Discretion

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002503/>)

**MGMT 474 Nursing Home Administrator Exam Preparation****Course Credits: 1**

This course will prepare students to take the Minnesota State Rules Exam and the National Association of Boards of Examiners for Long Term Care Administrators (NAB) exams. These two exams are essential to receiving the Nursing Home Administrators and Residential Care-Assisted Living Administrators license in Minnesota. This course will prepare students for the tests in South Dakota and Iowa.

**Pre-Requisite :** MGMT 300

**Fall:** Department Discretion **Spring:** Department Discretion  
Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002502/>)

**MGMT 475 Healthcare Administration Credits: 3**

This course is intended to present students with an overview of the formation and operation of healthcare facilities with an emphasis on planning, implementing and managing. This course emphasizes the relationship and impact of theories, policies, strategies and styles of management within a healthcare organization. Students will focus on the integration of facilities and departments within the organization observing, monitoring and evaluating outcomes and customer satisfaction.

**Fall:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00218282/>)

**MGMT 486 Special Topics Credits: 1-4**

A study of more advanced topics in management not normally provided as part of the curriculum.

**Fall:** Department Discretion **Spring:** Department Discretion  
Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002489/>)

**MGMT 492 Business Policy Credits: 3**

Emphasizes the functions and responsibilities of general management of business enterprises and the problems which affect the character and success of the total enterprise. Devoted to internal policy making, given constraints from the external environment. Extensive use is made of case studies from business. This is a capstone course for seniors.

**Pre-Requisite :** Requires minimum credits: 75 and senior status.

**Fall:** All Years **Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002492/>)

**MGMT 494 Independent Study Credits: 1-3**

An approved project in an area of management of particular interest to the student with responsibility for formulation and oral defense of the required work under the guidance of a faculty member.

**Fall:** All Years **Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002497/>)

**MGMT 495 Senior Examination Credits: 0**

A comprehensive examination covering the Management major.

**Fall:** All Years **Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002499/>)

**MGMT 499 Management Internship Credits: 1-6**

The opportunity to pursue an internship is designed to supplement course materials with actual related work experience. Students are expected to integrate disciplinary knowledge into a real world setting. The student will submit weekly reports on work assignments as well as a report at the conclusion of the internship. The number of credits allowed will depend on the magnitude of the internship.

**Pre-Requisite :** Requires minimum credits: 60

**Fall:** All Years **Spring:** All Years

Course Outline (<https://eservices.minnstate.edu/registration/rest/rcld/0075/curricld/00002504/>)