

MANAGEMENT (MANGEMNT)

Courses

MANGEMNT 201 INTRODUCTION TO ENTREPRENEURSHIP 3 Units

The course focuses on introducing students to the world of entrepreneurship. Students will apply general business concepts to the wide range of challenges facing entrepreneurs. Through experiential learning opportunities, students will apply what they learned to develop a basic plan for a startup business and our new product opportunity.

PREREQ: SOPHOMORE STATUS AND 2.50 COMBINED CUMULATIVE GPA

MANGEMNT 293E COOPERATIVE/INTERNSHIP IN ENTREPRENEURSHIP Repeatable 1-3 Units

This course is a constructed supervised work experience within the major area of concentration of the student. The internship experience offers the student an opportunity to merge with actual day-to-day activity in business.

PREREQ: STUDENTS MUST ACHIEVE 24 CREDITS AND MAINTAIN A 2.50 GPA OR BETTER IN ORDER TO TAKE LOWER DIVISION BUSINESS COURSES.

MANGEMNT 298E INDEPENDENT STUDY IN ENTREPRENEURSHIP Repeatable 1-3 Units

Repeatable for a maximum of 3 credits in major/degree. Department Consent required.

PREREQ: STUDENTS MUST ACHIEVE 24 CREDITS AND MAINTAIN A 2.50 GPA OR BETTER IN ORDER TO TAKE LOWER DIVISION BUSINESS COURSES.

MANGEMNT 301 ORGANIZATIONAL BEHAVIOR 3 Units

A study of the intraorganizational behavior and attitudes of people in an organizational setting; the organization's effect on perceptions, feelings, and actions; and the consequences of behavior on the organization, particularly how it affects the achievement of the organization's purposes.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 310 ORGANIZATION AND MANAGEMENT 3 Units

A study of the theory and art of management from a decision-making perspective within the context of formal organization. Traces the development of management thought and practice since the Industrial Revolution, including the managerial functions of planning, organizing and controlling. Includes a discussion of managerially relevant behavioral topics including motivation, group process, leadership and communication. Recommended for students who aspire to managerial careers, both majors and non-majors.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 320 HUMAN RESOURCE MANAGEMENT 3 Units

A study of employee relations from the standpoint of the business firm, including recruitment, selection, placement, training, promotion, discipline, compensation, records, and employee services.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION
UNREQ: MANGEMNT 320 AND POLISCI 421

MANGEMNT 321 ENTREPRENEURIAL FAMILY BUSINESSES 3 Units

This course will provide insights into the impact of family businesses on the U.S. economy and critical elements to creating, managing and sustaining multi-generational, entrepreneurial family businesses. Core content exploring advantages and challenges faced by entrepreneurial family businesses will include dynamics of: conflict, negotiation, communication and teamwork, comprehensive strategic planning, effective governance mechanisms and succession planning for entrepreneurial family businesses.

PREREQ: MANGEMNT 201 AND ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 355 NEGOTIATION STRATEGIES 3 Units

This course will emphasize applied negotiation strategies. By completing several negotiation and conflict management simulations and role-playing exercises throughout the semester, the students will gain a broad knowledge of the central concepts in negotiation and conflict management, and develop a toolkit of useful negotiation skills, strategies, and approaches.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 364 SUSTAINABILITY MANAGEMENT 3 Units

This course provides concepts and methodologies to help businesses manage their operations so that results are sustainable, economically, for people and for the environment. Topics include sustainability goals and controversies inherent to sustainability efforts, organizational and institutional responses, stakeholder analysis, realigning supply chains, and measuring sustainability.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 366 BUSINESS ETHICS & SOCIAL RESPONSIBILITY 3 Units

This course will provide students with an understanding of the relationship of organizations with their stakeholders (e.g., customers, employees, society, etc.) and provide both an exposure to and an understanding of both ethical and unethical behavior. By investigating organizations and their linkages with various environmental entities, students will have a better appreciation of what produces socially responsible behavior.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 369 LEADERSHIP IN MANAGEMENT 3 Units

A theoretical and experiential investigation of leadership theory and practice. Discussion includes relevant aspects of personality and motivation theory as they affect interpersonal processes of influence. Substantial time is devoted to self-assessment and development of personal leadership style and skills.

PREREQ: MANGEMNT 301 AND ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION.

MANGEMNT 370 FOUNDATIONS OF NONPROFIT AND NONGOVERNMENTAL ORGANIZATIONS 3 Units

This course introduces the student to nonprofit and nongovernmental organizations and the charitable sector, with emphasis on the U.S. Topics include the scope and historical development of the sector, the theoretical basis for understanding the sector, philanthropic values, and regulatory and resource constraints.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 CREDITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 371 FUNDRAISING FOR CHARITIES 3 Units

This course is a broad introduction to the theories and practices of charitable fundraising. We discuss the fundraising tradition in the U.S., philosophies of giving and asking, theories of donor motivation, and the organizational, legal, and ethical contexts of charitable fundraising. Students are introduced to and gain practice using basic fundraising tools and develop a fundraising plan.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 379 MANAGING VOLUNTEER RESOURCES 3 Units

The effective management of volunteer resources is essential to a nonprofit organization's mission and performance. This course introduces students to theories, research and practice for managing volunteers and paid staff in resource-dependent organizations. The course explores methods of building a human resource infrastructure, developing a strategic HR approach, and challenges in nonprofit HR practice.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 380 BUILDING ENTREPRENEURIAL ORGANIZATIONS 3 Units

This course addresses the key legal, human resource, organizational and regulatory issues associated with starting, scaling, managing, and transitioning new ventures and provides an overview of solutions for responding to them. Attention will be given to critical tasks that must be accomplished for operational and economic success during the discovery, validation and scaling stages of new ventures.

PREREQ: MANGEMNT 201 AND ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 386 ENTREPRENEURSHIP: BUSINESS FEASIBILITY 3 Units

This course concentrates on identifying and evaluating opportunities that may become the foundation for a new business or non-profit entity. Identification focuses on exploring demographic and societal trends, consumer and industrial needs, technological and knowledge changes. Evaluation involves customer and industry market assessments, potential for intellectual property protection and financial feasibility. Additional consideration will be given to development and resource options.

PREREQ: ACCOUNT 244; MAY NOT BE TAKEN FOR CREDIT BY ENTREPRENEURSHIP MAJORS. ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMB GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION.

MANGEMNT 410 INTERNATIONAL MANAGEMENT 3 Units

A study of the concepts, problems, processes and practice of International Management, focused on the Multi-National Corporation (MNC). Management in multi-environments, MNC corporate plans, objectives, strategies, viable organizational structures, MNC social/cultural/ethical issues, and coordinating globally spread out MNC units are emphasized.

PREREQ: MANGEMNT 301 AND ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION.

MANGEMNT 419 ORGANIZATIONAL DEVELOPMENT AND CHANGE 3 Units

A study of classical and modern organization development and change in theory and practice. Relationships among theory, design and behavior variables and organizational effectiveness are examined.

PREREQ: MANGEMNT 301 AND ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION.

MANGEMNT 425 COMPENSATION MANAGEMENT 3 Units

A detailed study of job analysis, methods of job evaluation, performance appraisal, community wage survey, basic systems and plans of compensating employees, and fringe benefits.

PREREQ: MANGEMNT 320 OR POLISCI 421 AND ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 426 STAFFING 3 Units

A study of the theory and application of methods used in recruiting and selecting employees. This course will include: the legal issues in employment, research in the employment process, the development and use of selection devices, and recruiting applicants for job openings.

PREREQ: MANGEMNT 320 OR POLISCI 421 AND ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 428 TRAINING AND DEVELOPMENT 3 Units

The course will emphasize theory of training and development, research to determine needs, types of programs, practicum in conducting a training and development session, and evaluation of programs.

PREREQ: MANGEMNT 320 OR POLISCI 421 OR SENIOR STATUS, ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION.

MANGEMNT 429 EMPLOYEE BENEFITS 3 Units

Principles and techniques in the Administration of Employee Benefit Programs. The course will include: Planning, implementation, design and evaluation of major employee benefits, such as medical, disability, pension, profit-sharing, government mandated programs and quality of work life plans.

PREREQ: MANGEMNT 320 OR POLISCI 421 AND ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 430 LABOR-MANAGEMENT RELATIONS 3 Units

Study of the relationships between management and organized groups of employees, including labor unions and professional associations.

Analysis and evaluation of collective bargaining processes and strategies, current bargaining issues, legal regulations of bargaining, negotiations and administration of collective agreements, factors contributing to conflict and methods of settlement.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 478 SEMINAR IN HUMAN RESOURCES 3 Units

A capstone course required of students in Personnel/Human Resources Management. The course will integrate HR subject matter areas through empirical research. Students will utilize their academic preparation, analytical skills, and communication skills to develop a proposal and prepare a research report.

PREREQ: MANGEMNT 320 OR POLISCI 421 (PUBLIC POLICY MAJORS), HR MAJOR OR MINOR AT LEAST 6 UNITS FROM: MANGEMNT 425, MANGEMNT 426, MANGEMNT 428, MANGEMNT 429, MANGEMNT 430. ADMISSION TO UPPER DIVISION 2.5 GPA FOR BUS MAJ, 2.0 AND 60 UNITS FOR HR MIN

MANGEMNT 485 PROFESSIONAL SERVICES ENTREPRENEURSHIP 3 Units

This course exposes students to some of the opportunities and challenges inherent in starting and managing a professional services consulting organization by providing an opportunity to work with small, growth-oriented companies. Students will engage in consulting projects with firms while being exposed to speakers, readings and professional practice materials pertaining to professionals who provide consulting advice to new firms.

PREREQ: (MANGEMNT 201 MARKETNG 311) OR FNBSLW 344 AND ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 486 SUPERVISORY MANAGEMENT 3 Units

A study of the theories and techniques of general management, organizational behavior, and human relations involved in effective supervisory management. The supervisor's role and the supervisor-subordinate relationship will be analyzed. The skills required for successful supervision will be practiced through small group work, role play and other activities.

PREREQ: MANGEMNT 301 AND 85 CREDITS AND ADMISSION TO UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 487 ENTREPRENEURSHIP: NEW VENTURES 3 Units

This course concentrates on how new businesses are started and includes business start-ups, buyouts and franchising. Objectives are understanding entrepreneurs, and seeking and evaluating opportunities for new ventures. This course assesses the development of ideas that might become business opportunities and examines the merit of those ideas. The writing of business plans and the acquisition of resources is included.

PREREQ: FNBSLW 370 MARKETNG 360, SENIOR STANDING, (ADM TO UPPER DIVISION AND 2.5 COMBINED CUM GPA FOR BUSINESS MAJORS) OR (2.0 COMBINED CUM GPA AND 60 UNITS FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION). UNREQ: MANGEMNT 386

MANGEMNT 489 STRATEGIC MANAGEMENT 3 Units

This course emphasizes management issues and practices from a top management perspective. Students learn theories and skills relevant to the strategic management of organizations, including the ability to assess the external and internal environments of the organization, strategy formulation and implementation.

PREREQ: SENIOR STANDING, COMPLETION OF COMMUNITY SERVICE REQUIREMENT, COMPLETION OF MANGEMNT 301, ITSCM 306, FNBSLW 341, FNBSLW 344; MARKETNG 311. ADMISSION TO UPPER DIVISION AND 2.5 GPA OR 2.0 GPA AND 60 UNITS FOR MINORS/NON-BUSINESS MAJORS

MANGEMNT 490 WORKSHOP 1-3 Units

Variable topics. Group activity oriented presentations emphasizing "hands on" and participatory instructional techniques.

MANGEMNT 491 TRAVEL STUDY Repeatable 1-3 Units

Variable topics. Faculty-led courses abroad. Repeatable for a maximum of 5 credits in major/degree. Department Consent required.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 493 COOPERATIVE/INTERNSHIP IN MANAGEMENT Repeatable 2-3 Units

This course is a constructed-supervised work experience within the major area of concentration of the student. The internship experience offers the student an opportunity to merge with actual day-to-day activity in business. No more than 5 credits will apply toward graduation. Repeatable for a maximum of 5 credits in major/degree. Department Consent required.

PREREQ: JUNIOR STATUS, ADMISSION TO THE UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 CREDITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 496 SPECIAL STUDIES *Repeatable* 1-3 Units

Variable topics. Group activity. Not offered regularly in the curriculum but offered on topics selected on the basis of timeliness, need, and interest, and generally in the format of regularly scheduled Catalog offerings. Repeatable for a maximum of 6 credits in major/degree. Consent of instructor required.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 497 EXCHANGE STUDY *Repeatable* 1-12 Units

Variable topics.

PREREQ: ADMISSION TO THE UPPER DIVISION BUSINESS COURSES AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 UNITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION

MANGEMNT 498 INDEPENDENT STUDY *Repeatable* 1-3 Units

Repeatable for a maximum of 3 credits in major/degree. Department Consent required.

PREREQ: JUNIOR STATUS, ADMISSION TO THE UPPER DIVISION AND 2.50 COMBINED CUMULATIVE GPA FOR BUSINESS MAJORS OR 60 CREDITS AND 2.00 COMBINED CUMULATIVE GPA FOR MINORS/NON-BUSINESS MAJORS FOR WHICH THIS COURSE IS AN OPTION