
Management

In the College of Business Administration

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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, Ghorpade, Hampton, Mitton, Robbins, Srbich, Wright

Chair: De Noble

Professors: De Noble, Hergert, Jung, Naughton, Ryan, Shore, Singh, Sundaramurthy

Associate Professors: Chung-Herrera, Dean, Randel, Rhyne

Assistant Professors: Ehrhart, Francis, Musteen, Zheng

Lecturer: Glazer

Offered by the Department

Master of Science degree in business administration.

Master of Business Administration.

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

Minor in management.

Minor in small business management (available at Imperial Valley Campus only).

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 University Honors Program. 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. Carol Venable, School of Accountancy, for more information about this program.

Statement on Computers

Before enrolling in upper division courses in the College of Business Administration, 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 College of Business Administration expects that upper division students will make reasonable academic progress towards the degree. Students earning less than a 2.0 average in their major GPA for two consecutive semesters will 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 College of Business Administration.

Upper Division: It is the policy of the San Diego State University College of Business Administration 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:

- a. Complete with a grade of C or higher: Accountancy 201 and 202; Finance 240; Information and Decision Systems 180 and 290 (290 is not required for the accounting major); Economics 101 and 102; Mathematics 120 (or other approved calculus course); and either Statistics 119 or Economics 201. These courses cannot be taken for credit/no credit (Cr/NC);
- b. Complete a minimum of 60 transferable semester units;
- c. 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 Business Advising Center (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 Web site 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)**

A minor is not required with this major.

Preparation for the Major. Accountancy 201, 202; Finance 240; Information and Decision Systems 180, 290; Economics 101, 102; Economics 201 or Statistics 119; and Mathematics 120 (or other approved calculus course). (27-29 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 Proficiency Assessment with a score of 10 or above 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-three upper division units consisting of Management 350, 352, 356, 357, 401, 405, 450, 475; Business Administration 300; Finance 323; Information and Decision Systems 301, 302; Marketing 370; and six units selected from Management 452, 453, 455, 456, 459, 460, 461, 462, 463, 464, 465, 466, 467, 498. A "C" (2.0) average is required in the courses stipulated here for the major. A minimum of 60 units of coursework applicable to the bachelor's degree must be completed outside the areas of business administration, economics, and statistics.

Specialization in Human Resource Management

Forty-three upper division units consisting of Management 350, 352, 356, 401, 405, 461, 462, 463, 475; Business Administration 300; Finance 323; Information and Decision Systems 301, 302; Marketing 370; and three units selected from Management 464, 465, 466, 467, 498. A "C" (2.0) average is required in the courses stipulated here for the major. A minimum of 60 units of coursework applicable to the bachelor's degree must be completed outside the areas of business administration, economics, and statistics.

Specialization in Entrepreneurship

Forty-three upper division units consisting of Management 350, 356, 401, 405, 450, 460, 475; Business Administration 300; Finance 323; Information and Decision Systems 301, 302; Marketing 370; and nine units selected from Management 452, 453, 455, 456, 459, 498. A "C" (2.0) average is required in the courses stipulated here for the major. A minimum of 60 units of coursework applicable to the bachelor's degree must be completed outside the areas of business administration, economics, and statistics.

Management Minor

The minor in management consists of a minimum of 22 units to include Accountancy 201; Business Administration 300; Economics 101, 102; Management 350, 352, 356, and 357 or 450.

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 College of Business Administration, Hospitality and Tourism Management, or in International Business may not complete a minor in the College of Business Administration.

Students must officially declare the minor before taking any upper division business courses. **Students must meet the prerequisites for the minor in effect at the time that they declare the minor.** The current prerequisites for admission to the management minor include

completion of the following courses with a grade of C or better: Economics 101, 102, and a three unit course in statistics (Statistics 119 is recommended); completion of the General Education requirements in Communication and Critical Thinking; completion of an additional nine units in the department of the student's major, including at least six units of upper division courses. Students must also meet the GPA requirement in effect at the time that they declare the minor. Contact the Business Advising Center (EBA-448) for admissions criteria and procedures.

Small Business Management Minor (Imperial Valley Campus Only)

The minor in small business management consists of a minimum of 24 units to include Economics 101, 102; Accountancy 201, 202; Management 350, 450; Marketing 370; and three units selected from Finance 323, Management 352.

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.

Project AMIGOS Dual Degree

Project AMIGOS (American Management Initiative for Global Operating Skills) is a transnational dual degree program between San Diego State University (SDSU) and Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM). Students may enter the program at either of the two schools and must spend a minimum of one-and-one-half years of study each in the United States and in Mexico.

Participants in Project AMIGOS are enrolled in the management major in the College of Business Administration at San Diego State University.

In addition to completing 49 units of General Education requirements at San Diego State University, students in AMIGOS must complete 97 units in management courses.

Approximately a quarter of all of these requirements are completed in Spanish while attending school in Mexico. Successful participants earn both the Bachelor of Science degree in business administration from San Diego State University and the Licenciatura en Administracion de Empresas from ITESM.

For more information about this program, contact Teresa Donahue at 619-594-3902.

MGT

Courses (MGT)

Refer to Curricula and Courses 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 202. Business Professions (1) Cr/NC

Students explore career options, analyze and evaluate career decisions through self assessment and career research. Computer programs and resources in Career Services library used to identify potential career.

UPPER DIVISION COURSES (Intended for Undergraduates)

MGT 350. Management and Organizational Behavior (3)

Prerequisite: Approved upper division business major, business minor, or another major approved by the College of Business Administration. **Proof of completion of prerequisite required:** Change of major form or other evidence of acceptable major code.

Human behavior at individual, interpersonal, and group levels including effect of organization structure on behavior. Emphasis on managerial roles, historical evolution of management, ethics, and behavior in multicultural contexts.

MGT 352. Human Resource Management (3)

Prerequisite: Management 350.

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

MGT 356. Social and Ethical Issues in Business (3)

Prerequisites: Management 350 and Business Administration 300.

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 357. Multinational Business and Comparative Management (3)

Prerequisite: Management 350.

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

MGT 401. Business Internship (3) Cr/NC

Prerequisites: Management 350 and consent of faculty adviser.

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

MGT 405. International Business Strategy and Integration (3)

Prerequisites: Management 350, Business Administration 300, Finance 323, Information and Decision Systems 301 or 302, Marketing 370. **Proof of completion of prerequisites required:** Copy of transcript.

Integration of business administration principles and concepts for strategy design, implementation, and control in domestic, and global markets. Establishment of top management policy emphasized through case studies, experiential exercises, and simulations.

MGT 450. Venture Management (3)

Prerequisite: Management 350.

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

MGT 452. Family Business Management (3)

Prerequisite: Management 350.

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

MGT 453. Creativity and Innovation (3)

Prerequisite: Management 350.

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 455. Social Entrepreneurship (3)

Prerequisite: Management 350

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 456. International Entrepreneurship (3)

Prerequisite: Management 350.

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 458. Management Decision Games (1-3)

Prerequisites: Consent of instructor. Management 350, Business Administration 300, Finance 323, Information and Decision Systems 301 or 302, Marketing 370. **Proof of completion of prerequisites required:** Copy of transcript.

Integrated managerial decision making within a dynamic environment through the use of business games.

MGT 459. Franchise Management (3)

Prerequisite: Management 350.

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 350.

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.

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.

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.

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

MGT 464. Legal Issues in Human Resources (3)

Prerequisite: Management 352.

Employment law pertaining to human resource management such as selection, compensation, performance appraisal, training, labor relations, and occupational safety and health. Significant court rulings interpreting the law.

MGT 465. Labor Relations (3)

Prerequisite: Management 352.

Employer-employee relationship in unionized settings, labor laws that apply in unionized settings, and an understanding of major components of labor relations; organizing process, negotiation, and contract administration.

MGT 466. International Human Resource Management (3)

Prerequisite: Management 352.

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.

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

MGT 475. Leadership in Organizations (3)

Prerequisite: Management 350.

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)

Prerequisite: Six upper division units in management.

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*.
