

Management

(Bachelor of Science—Business Administration with specialization in Management)

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The management specialization prepares students for careers in managing organizational resources in profit and non-profit organizations and graduate study. The task of the manager is to coordinate the activities of people and resources to accomplish organizational objectives. The manager must perform a variety of roles for the organization to achieve its goals: planner, leader, motivator, innovator, and problem-handler. Since the manager is focused on people and processes, the management program is designed to provide its students with a solid grounding in people skills, communication skills, and organizational skills. The program fosters attitudes that will help students succeed in all types of organizations: a future-oriented outlook, rational decision-making, teamwork, individual responsibility, and the value of diversity. A minor in management is offered to business students in other specializations as well as to other college majors. Both a minor and a certificate program in human resource management are offered to those students desiring a more in-depth study in the field of human resource management. There is a student professional organization, a chapter of the Society for Human Resource Management (SHRM).

Requirements for the Specialization

Fifty-four credits in the major include 33 credits in “core” courses: BUSN 100, 217, ACCT 260, 261, ECON 231 (ECON 200 and 201 are in general education), MGMT 310, 439, 490, MKTG 340, INFO 327, and BFIN 300; 12 credits in MGMT 313, 338, 450 and 451; and nine credits of management options.

Program Entrance, Retention, and Exit Standards

Every major program at the College has set standards for allowing students to remain in that program, to transfer within the College from one program to another, and to graduate from a program. The following are the standards for management. Minimum grades are noted in parentheses.

- Retention in the program is based on the following performance standards in these “critical content courses”: STA 215/Statistical Inference (C); ECON 200/Principles of Economics: Micro (C); ACCT 260/Accounting Principles I (C).
- Transfer into the program from another program within The College is based upon the following performance standards in these “foundation courses”: STA 215/Statistical Inference (C); ECON 200/Principles of Economics: Micro (C); ACCT 260/Accounting Principles I (C).
- Graduation requires a GPA of 2.0 in courses for the program.

Students are strongly discouraged from requesting changes of major after completion of 90 credits. Changes of major after 90 credits will be processed by the School of Business, but students are not guaranteed that completion of remaining requirements in the new major may be completed in two semesters. If a student chooses to request a change of major after completing 90 credits, the School of Business will not make extraordinary accommodations to allow graduation within two semesters of the requested change of major. Students are encouraged to consult with faculty advisers and with the assistant dean for student services prior to requesting a change of major after 90 credits.

Recommended Sequence of Courses

During academic year 2003-2004, The College of New Jersey is in the process of transformative curricular change. Therefore only the course of study for first-year students entering in 2003-2004 is set out below. These students should consult their advisors when planning courses for future years. Supplements to this online bulletin also will be available on an ongoing basis.

BUSN	099/School of Business Seminar	0	F
IDSC	151/Athens to New York	3	S
<i>or</i>			
FSP	101/First Year Seminar	4	F
STA	215/Statistical Inference	4	S
MAT	125/Calc. for Bus. and Soc. Sciences	3	F
BUSN	100/Computer Fundamentals	3	F/S
Science (General Education)		8	F/S
PSY	101/General Psychology	4	F
WRI	102/Academic Writing	4	F/S
ECON	200/Principles of Economics: Micro	3	S

Management Options

Any 300- or 400-level management course
BUSN 325/Employment Law
PSYC 367/Organizational Psychology

Minor in Management

A minor in management offers students in other business specializations as well as students in other majors and professional programs the opportunity to combine their major with general preparation in management. See your major adviser for advice about how a management minor might complement your program, and then consult with a management faculty member for help in course selection. The management minor is available to any student at The College of New Jersey and requires the completion of 18 credits from the courses listed below. Non-business majors may be required to take additional credits for the minor in order to meet the prerequisite requirements.

Required Courses (9 credits)

MGMT 310/Management of Organizational Behavior
MGMT 313/Human Resource Management
MGMT 450/Organizational Design

Elective Courses (9 credits)

MGMT 311/Small Business Management
MGMT 339/Principles of Quality Management
MGMT 439/Operations Management
MGMT 444/International Management
MGMT 445/Business Ethics and Corporate Social Responsibility
MGMT 451/Seminar in Decision Making
MGMT 497/Selected Topics in Management
PSYC 367/Organizational Psychology

Only one course may be taken from the following: MGMT 338, MGMT 350, MGMT 360, MGMT 413, BUSN 325.

Minor in Human Resource Management

The human resource minor is available to any student in The College of New Jersey and requires the completion of 18 credits from the courses listed below. Credits earned from selected topics or an independent study course may also qualify toward the minor, pending approval by the program coordinator. (Non-business majors may be required to take additional credits for the minor to account for prerequisites.)

Required:

MGMT 310/Management of Organizational Behavior *and*
MGMT 313/Human Resource Management
or
PSYC 265/Psychology of Business and Industry *and*
PSYC 366/Personnel Selection and Placement

Select 12 credits from the following list:

ECON 315/Labor Economics
BUSN 325/Employment Law
MGMT 338/Employee and Labor Relations
MGMT 350/Principles of Training and Development
MGMT 360/Compensation Management
MGMT 413/International Human Resource Management
PSYC 443/Tests and Measurements

Human Resource Management Certificate

The certificate program is available to any student. This 15-credit program has the same requirements as the minor, except for nine credits of options to be selected from the above list of courses.

Specialization in Information Systems Management

Beginning in fall 2003, The Information Systems Management specialization will no longer be accepting new students. Students already in the program will follow the requirements of the bulletin under which they entered.

MGMT 310/Management of Organizational Behavior 3 cr.
(3 class hours)

(fall and spring)

Prerequisites: PSY 101, ECON 200, and STA 215 or equivalent

Introduction to organizational behavior, development, and theory; interpersonal communication; concepts of motivation and leadership; philosophy, principles, and values in organizations; and development of critical managerial skills at the individual, interpersonal, and group levels.

MGMT 311/Entrepreneurship/Small Business Management **3 cr.**

(3 class hours)

(spring)

Prerequisite: MGMT 310

Opportunities and problems of small business in the U.S. Emphasizes aspects of management unique to small firms. Examines entrepreneurship and management of a wide variety of small businesses.

MGMT 313/Human Resource Management **3 cr.**

(3 class hours)

(spring)

Prerequisite: MGMT 310

An overview of the management of human resources in organizations with emphasis on personnel law, job analysis, recruitment and selection, performance appraisal, discipline, compensation, and health and safety.

MGMT 338/Employee and Labor Relations **3 cr.**

(3 class hours)

(fall)

Prerequisite: MGMT 310

Focuses on human resource management in the unionized workplace with emphasis on labor law, collective bargaining, contract administration, grievance resolution, and the role of labor unions.

MGMT 339/Principles of Quality Management **3 cr.**

(3 class hours)

(occasionally)

Prerequisites: MGMT 310, STA 215

The most up-to-date theories and practices of quality management are explained, and the principles of quality assurance are introduced. Total quality management and statistical process control are presented with a managerial rather than technical emphasis. Students work on a quality project and get familiar with simple software in this area.

MGMT 350/Principles of Training and Development **3 cr.**

(3 class hours)

(fall)

Prerequisite: MGMT 310

An orientation to the field of training in the corporate world. Emphasis on role of training, needs analysis, designing training programs, evaluating training results, and examining special training problems.

MGMT 360/Compensation Management **3 cr.**

(3 class hours)

(spring)

Prerequisite: MGMT 310

The course focuses on designing and managing total compensation systems, covering compensation objectives, policies, and techniques. Topics embrace major forms of direct and indirect compensation including base pay, fringe benefits, merit pay, and other incentives tied to individuals, teams, and business units.

MGMT 413/International Human Resource Management **3 cr.**

(3 class hours)

(fall)

Prerequisite: MGMT 310

The course examines the impact that globalization of business is having upon a firm's human resource management and industrial relations practices with emphasis on organizing human resource activities effectively and as a source of competitive advantage.

MGMT 432/Communication for Business **3 cr.**

(3 class hours)

(fall and spring)

Prerequisite: MGMT 310

Application of writing and speaking to the communication requirements of business: their roles, techniques, and types, with exercises in the formulation of some business communication products.

MGMT 435/Women in Management **3 cr.**

(3 class hours)

(occasionally)

Prerequisite: MGMT 310

An examination of the special concerns and problems of women in administration in business, industry, government, education, and health within the framework of the management process.

MGMT 439/Operations Management 3 cr.

(3 class hours)

(fall and spring)

Prerequisites: MGMT 310, ECON 231

An overview of operations decisions in manufacturing and service firms. Topics include operations strategy, quality management, management of technology and innovations, inventory control, and project management. Computer exercises are required.

MGMT 444/International Management 3 cr.

(spring)

Prerequisite: MGMT 310

Examines the environment and nature of international trade and investment; organizing and managing international operations; the role of culture and politics; and multinational enterprises.

MGMT 445/Business Ethics and Corporate Social Responsibility 3 cr.

(3 class hours)

(occasionally)

Prerequisite: MGMT 310

A study of the impact of business on society and of developing guidelines for managing this impact. Emphasizes current issues in business/society relationships.

MGMT 450/Organizational Design 3 cr.

(3 class hours)

(fall)

Prerequisite: MGMT 310

Is bureaucracy good or bad? Are organic organizations better than mechanistic organizations? Form follows function, and thus an organization's design must be appropriate to its environment and its purpose. This course examines organizational designs and processes in their internal and external contexts, and shows the student how to design an organization to operate efficiently in its unique situation.

MGMT 451/Seminar in Decision Making 3 cr.

(3 class hours)

(spring)

Prerequisites: MGMT 310 and senior standing

Students will become familiar with a variety of qualitative and quantitative decision-making theories and skills that will enable them to make better decisions in both their organizational and personal lives. Topics include group and individual decision-making techniques; intuition; creativity; and the impacts of bias, gender, and culture. Individual research projects with written and oral presentations are utilized.

MGMT 490/Strategic Management 3 cr.

(3 class hours)

(fall and spring)

Prerequisites: Senior standing, School of Business major, BFIN 300, MGMT 310, MKTG 340, INFO 327

The course integrates what the student has learned from various business disciplines and applies this integrative thinking to the firm's actions and outcomes. It illustrates how planning, implementation, and adaptation are necessary components of strategic management under conditions of rapid change and unpredictability. Technology, innovation, globalization, and linkages between organizational behavior and firm strategy are stressed. The course emphasizes current business practices taught through case analysis, research, writing, and presentations.

MGMT 497/Selected Topics in Management 3 cr.

(occasionally)

Prerequisite: MGMT 310

Note: Each time this course is offered, the specific topic will be announced.

An opportunity to pursue in a structured setting a topic of current interest or specialized focus not available in scheduled management courses. (Course content will vary; course may be repeated for credit up to a maximum of six credits.)

MGMT 499/Independent Study in Management 1–6 cr.

Prerequisites: Permission of instructor and division head

Student must have a minimum grade point average of 2.5. An opportunity to engage in individual or small-group projects or studies, not otherwise available in the curriculum, under the supervision of a faculty adviser.

INFO 110/Information Management Practicum I .5 cr.

(3 class hours equivalent)

(fall/spring)

Prerequisite: Enrollment in the information systems management specialty

Students will join a project team led by an ISM faculty member. Each team will be responsible for tutoring students, faculty or staff in an introductory information systems management topic.

INFO 210/Information Management Practicum II .5 cr.

(3 class hours equivalent)

(fall/spring)

Prerequisite: INFO 110

Students will join a project team led by an ISM faculty member. Each team will be responsible for developing tutorials or cases and their solutions for an introductory information systems management topic.

INFO 220/Interactive Web Page Design and Development 3 cr.

(3 class hours)

(fall)

Prerequisite: BUSN 100, CSC 210, CSC 215, CSC 220 or TSNG 221

Designed to introduce students to the process of designing and developing Web pages, this course covers basic through advanced HTML skills. Students will learn how to create Web pages using HTML and add hyperlinks, graphics, tables, frames, and forms to these pages. Design considerations, such as the proper use of white space and Cascading Style Sheets to control positioning and bind data to a Web page, are also included.

INFO 320/Scripting Languages for Web Page Development 3 cr.

(3 class hours)

(spring)

Prerequisite: INFO 220

This course provides a guide to TCNJ students in developing Web applications using a scripting language. An example of such a language is JavaScript. Students will learn how to integrate fundamental programming structures into code used for Web applications. Examples of Web applications include managing client-side responses to Web visitors, input data validation on retail order forms, creation and use of objects and functions, animation, and animation with cascading style sheets. Concepts of object-orientation including objects, properties, methods, and events and the JavaScript Object Model are an integral part of this course.

INFO 325/Programming for Business Applications 3 cr.

(3 class hours)

(occasionally)

Prerequisite: BUSN 100

This course provides students with an introduction to a modern business computer language. Application programs will be written by the student and run on the campus computer system. An example of such a language is Visual Basic.

INFO 327/Information Systems 3 cr.

(3 class hours)

(fall/spring)

Prerequisite: BUSN 100, CSC 210 or IDSC 105

A study of information systems in business environments including database organization and management, transaction processing, office automation, decision support systems, and approaches in system development.

INFO 328/Business Information Systems 3 cr.

(3 class hours)

(fall)

Prerequisites: BUSN 100 or equivalent, ACCT 264

Designed to provide the accounting major with fundamental concepts of business information systems with particular attention directed at building skills and knowledge to prepare them to be users, managers, and developers of information systems. It includes an understanding of emerging technologies in information systems. This course is a foundation course for subsequent required courses.

INFO 337/Database Management for Business 3 cr.

(3 class hours)

(fall)

Prerequisite: INFO 327

This course covers the database development process, data modeling, enhanced E-R models, business rules, logical database design, the relational model, SQL, Advanced SQL, and the client/server database environment. Additional discussions include database administration and object-oriented data modeling. Students design, develop, and implement an integrated database application using a relational database such as ORACLE.

INFO 347/Information Resource Management 3 cr.

(3 class hours)

(spring)

Prerequisite: INFO 327

