

Management

Dean: Dr. Randy Frye

The School of Business carefully blends a high-caliber, technical business education with a broad-based, integrated liberal arts education, that yields graduates who become talented and successful business and non-profit sector professionals; respect human life and cherish life-long learning; promote moral, spiritual, and social development; practice appropriate personal and professional ethical behavior; communicate clearly; and recognize their responsibilities to family and community.

The School of Business offers the Bachelor of Science degree in Business Administration with majors in accounting, economics, finance, management, management information systems, and marketing. All business programs are supported by a Common Business Core (CBC) that provides coursework in areas fundamental to a broad-based business education and includes courses in accounting, economics, business communication, finance, the legal environment of business, management, marketing, production and operations management, statistics and strategic management. The CBC will also develop the skill competencies and themes of undergraduate business education at Saint Francis University. The skill competencies are effective communication; creative, critical thinking, and mathematical thinking; human relations and teamwork; and productive use of information (computer) technology. The unifying themes of undergraduate business education at Saint Francis University are global business, understanding and appreciating diversity, fostering empirical links with the business community (realism), making connections across business functions and disciplines, and seeing the ethical dimensions of business practices and decisions.

The Management Program prepares students to manage profit or non-profit organizations through an education in the classical principles of management developed by the field's major thinkers and practitioners. The program emphasizes the history of management, business ethics, the legal environment of business, human resource management and labor relations, organizational behavior, production management, risk management, marketing, decision-making, statistics, quantitative methods, leadership and strategic management.

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION MANAGEMENT MAJOR MAJOR REQUIREMENTS

Management 101, 102, 201, 203, 206, 326, 401 and 402; Accounting 101, 102; Business 101; Business Law 301; Computer Science 101; Economics 101, 102; English 208; Finance 202; Management Information Systems 102; Marketing 302; Mathematics 111 or higher; Statistics 301, 302 and two courses from Finance 303, 310, 324, 325; or Management Information Systems 342, 343, 345, 406; or Management 204, 205, 301, 305, 308, 398-399, 409 and 501; or Marketing 320, 321, 403, 404;

Minor in Management: Accounting 101; Management 101, 201, 326, and 402; Marketing 302.

MANAGEMENT — COURSE DESCRIPTIONS

101. Principles of Management (3 credits)

An introduction to the classic writings, writers, and principles of management, focusing on the characteristics of managers, history of management, properties of organizations, power and authority, decision-making, strategic management, motivation, and leadership. Required for all students in the Business Administration Department. *Fall, Spring.*

102. Production/Operations Management (3 credits)

An overview of contemporary concepts, tools, and techniques being applied in the production and operations functions of today's world-class organizations. Topics include total quality management principles; product and service design strategies; process design strategies; facility location and layout methodologies; people and work systems concepts; aggregate planning approaches; just-in-time inventory, manufacturing, and purchasing policies; and material requirements planning techniques. *Spring.*

201. Human Resource Management (3 credits)

Basic concepts, broad problems and current practices in management of human resources. Uses the hypotheses and findings of social and behavioral sciences to analyze and interpret human resource management programs and problems. Focuses upon techniques of employment utilization, development, allocation and remuneration of personnel. *Prerequisite: Management 101. Fall.*

203. Labor and Management Relations (same as Economics 203) (3 credits)

A study of public policy issues affecting labor and management, the institutions associated most closely with industrial relations, and the process of collective bargaining. *Fall, Summer.*

204. Labor Economics (same as Economics 204) (3 credits)

A study of the theories of wage determination, the relationship between wage rates, costs and prices, and the effects of trade union policies on employment and prices. *Prerequisite: Economics 101 and 102 or consent of instructor. Spring, Summer.*

205. Managerial Economics (same as Economics 205) (3 credits)

The External Market Environment. Business forecasting: scope and techniques, market share, and evaluation. Demand analysis. Cost analysis and financial management and control. Profit concept and measurement. *Prerequisite: Economics 102. As needed.*

206. International Management (3 credits)

A study of the techniques of international trade, investment, and management, issues in international business, operation of the multinational corporations. Mechanics of international trade such as contracts, customs procedures, financing exports and imports, and foreign exchange. Emphasis will be given to ethical issues and the need for the resolution of conflicts in international business. *Prerequisites: Management 101, Economics 101, 102. Spring.*

301. Risk Management (3 credits)

Principles of life, fire, and casualty insurance. Importance of risk in personal and business affairs; methods of meeting risk; insurable risk through insurance, and risk and public policy. *Fall.*

305. Cost Accounting (same as Accounting 305) (3 credits)

Methods and procedures for cumulation, control, and analysis of cost information. Emphasis on cost distribution, flexible budgets, standards, and profit-volume relationships toward the management goal of proper development of invested capital. *Prerequisite: Accounting 102. Fall, Spring.*

308. Introduction to Management Science (3 credits)

An introductory course surveying popular management science and operations research techniques and their application in contemporary business and economics environments. Topics include mathematical modeling, linear programming (the graphical, simplex, and computer algorithmic approaches); the transportation, assignment, and transshipment problems; integer programming using branch and bound techniques; network algorithms (shortest-route, minimal spanning tree, and maximum flow problems); the program evaluation review technique (PERT) and critical path method (CPM) analysis. Queuing theory and computer simulation analysis are also studied. *Prerequisites: Mathematics 111 or 130, Statistics 101 or 301. Spring.*

326. Organizational Behavior (3 credits)

An introduction to the characteristics and behavior of organizations and their interaction with people. The course uses metaphors to present organizations as “machines,” “organisms,” “cultures,” instruments of domination, “psychic prisons” and “brains.” Required for Management majors. *Spring.*

398-399. Management Internship (3-15 credits)

The integration of classroom theory with practical work experience under which students have specific periods of attendance at college and specific periods of employment, either full or part-time, with or without pay. Credit may vary from three to 15 credits, depending upon the internship, but no more than nine credits may be counted toward major elective requirements, with additional credits counted as free electives. Open only to Management majors, with approval of the chair of the department and the Provost. *Fall, Spring, Summer.*

401. Strategic Management (3 credits)

An introduction to the principles and practices of strategic management, sometimes called business policy or long-range planning. the steps of strategic management and the elements of each step. SWOT analysis (Strengths, Weakness, Opportunities, Threats) and its methods, incorporating principles and practices in the analysis of organizations from accounting, finance and economics, marketing, and management. Required for all students in the Business Administration Department. *Prerequisites: Accounting 102, Economics 102, Finance 202, Management 101, Marketing 302, Statistics 302. Fall.*

402. Management Seminar (3 credits)

An integration of all major knowledge from courses in management and organizational behavior, especially MGMT 101, Principles of Management, MGMT 326, Organizational Behavior, and MGMT 401, Strategic Management. Designed as the capstone course in the management Program. *Spring.*

409. Special Topics in Management (1-3 credits)

Exploration in depth of selected areas in management not currently offered in the curriculum. *Spring.*

501. Independent Study in Management (1-8 credits)