

# 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, Ghorpade, Hampton, Mitton, Pierson, Robbins, Sr, Wright

Chair: Singh

Professors: De Noble, Hergert, Jung, Marino, Naughton, Shore, Singh

Associate Professors: Chung-Herrera, Dunn, Ehrlich, Rhyne, Ryan, Sundaramurthy

Assistant Professors: Dean, Francis, Randel, 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

Managers are responsible for achieving organizational objectives by coordinating money, materials, machines, and most important of all, the efforts of people. Managers set objectives, establish policies, plan, organize, direct, communicate, and make decisions. Since their principal concern is solving problems, managers are continually defining problems and seeking solutions.

To be an effective manager, an individual needs a broad knowledge of the practice of management, the workings of business and the economy, and the behavior of people. The knowledge obtained in the bachelor's degree should be sufficient to qualify the student for a broad range of beginning managerial positions in business organizations. The graduate in management is prepared not only for managerial functions, but for those functions set within the context of a particular type of operation.

Recent government and private manpower studies indicate that the demand for professional managers should continue to increase. While the types of employment secured by management graduates are varied, a recent study conducted by the management department showed that many graduates have gone into the following types of positions:

Production and operations managers supervise manufacturing and service operations, and are responsible for scheduling production and operations activities and controlling operational costs;

Sales managers, hire, train, and supervise sales personnel, evaluate the work of sales people, and develop incentive programs;

Financial managers supervise operations in banks, security exchanges, credit unions, and savings and loan associations;

Merchandising managers supervise operations in retail stores;

Organization and management analysts design and evaluate organizational structures and jobs.

International managers supervise foreign-based manufacturing and/or marketing operations for American companies; and

Corporate planners develop strategic plans for corporations.

## 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 classes for two or more semesters may be removed from the upper division major and required to declare a non-business major.

## 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:

- 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);
- Complete a minimum of 60 transferable semester units;
- 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 (BA-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 page 81 in "Graduation Requirements" section for a complete listing of requirements.

**Major.** Thirty-seven upper division units consisting of Management 350, 352, 356, 401, 451, 454; Business Administration 300; Finance 323; Information and Decision Systems 301, 302; Marketing 370; three units from Business Administration 404; Management 405, 450 or 458; and three units selected from any upper division course in Management, Accountancy, Economics, Finance, Information and Decision Systems, Marketing, or Africana Studies 445, 452; American Indian Studies 320; Anthropology 350, 444; Chicana and Chicano Studies 320; Communication 371; Geography 353; Natural Science 333; Philosophy 329, 333; Political Science 346; Psychology 319, 340; Social Work 350; Sociology 355, 401, 410, 531, 532; Women's Studies 320, 385. 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 21 units to include Accountancy 201; Economics 101, 102; Management 350, 352, 356, and 451 or 454.

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 (BA-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.

## Courses (MGT)

Refer to *Courses and Curricula* 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 I, II

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) I, II

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) I, II

Prerequisite: Management 350. Recommended: Information and Decision Systems 301.

The employment relationship. Functions and techniques; role of government, unions, behavior, and environmental variables in human resource management.

#### MGT 356. Social and Ethical Issues in Business (3) I, II

Prerequisite: 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 I, II

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) I, II

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, international, and global markets. Establishment of top management policy emphasized through case studies, experiential exercises, and simulations.

#### MGT 450. Venture Management (3) I, II

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.

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

#### MGT 451. Organization Design and Change (3) I, II

Prerequisite: Management 350.

Management of organization design and development. Internal and external organizational factors such as environment, size, technology, power, politics, strategy, human resources, job design, and organization culture.

#### MGT 454. Interpersonal Processes (3) I, II, S

Prerequisite: Management 350.

Conceptual study and experiential training in interpersonal skills of management; acquisition of personal, managerial, and entrepreneurial behavioral competencies.

#### MGT 458. Management Decision Games (1-3) II

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 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) I, II

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) I, II

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. 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. Maximum combined credit of six units of 596 and 696 applicable to a 30-unit master's degree.

### GRADUATE COURSES Refer to the *Graduate Bulletin*.