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# Management

In the College of Business Administration

**OFFICE: Student Services 3356**  
**TELEPHONE: (619) 594-5306**  
**FAX: (619) 594-3272**

## Faculty

David R. Hampton, Ph.D., Professor of Management, Chair of Department  
Mark C. Butler, Ph.D., Professor of Management (Graduate Adviser)  
Alex F. De Noble, Ph.D., Professor of Management  
Michael L. Hergert, Ph.D., Professor of Management, Dean of the College of Business Administration  
Kenneth E. Marino, Ph.D., Professor of Management, Associate Dean and Director, Graduate Program, College of Business Administration  
Penny L. Wright, Ph.D., Professor of Management (Graduate Adviser)  
Craig P. Dunn, Ph.D., Associate Professor of Management  
Sanford B. Ehrlich, Ph.D., Associate Professor of Management, Executive Director, Entrepreneurial Management Center  
Dong I. Jung, Ph.D., Associate Professor of Management  
Lawrence C. Rhyne, Ph.D., Associate Professor of Management (Graduate Adviser)  
Beth G. Chung, Ph.D., Assistant Professor of Management  
Lena T. Rodriguez, Ph.D., Assistant Professor of Management  
Lori V. Ryan, Ph.D., Assistant Professor of Management  
Gangaram Singh, Ph.D., Assistant Professor of Management  
Mindy S. West, Ph.D., Assistant Professor of Management (IVC)

## Courses Acceptable on Master's Degree Programs in Business Administration (MGT)

### UPPER DIVISION COURSE

#### 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

#### 626. Competitive Analysis of Industries (3)

Prerequisite: Business Administration 651.

Concepts and tools for studying structure of industries and processes of structural change in industries. Implications of public policy decisions and competitive actions on strategy formulation are explored in several industry settings.

#### 669. Human Resource Management (3)

Prerequisites: Business Administration 651.

Design of organizational systems for accomplishing work through individuals and groups. Strategic, legal, and ethical considerations in staffing, appraising, developing, and rewarding people at work.

#### 670. Strategic Human Resources Planning and Staffing (3)

Prerequisite: Business Administration 651.

Estimating demand and supply of labor. Designing staffing systems for attaining strategic objectives and developing human resources. Study of legal, global, and other environmental influences in staffing decisions. International issues and comparisons of staffing practices.

#### 671. Seminar in Employee Involvement in Management (3)

Prerequisite: Business Administration 651.

Patterns of employee participation in decision making. Comparative study of representative participation, gainsharing, employee ownership, empowerment, work teams, quality circles, and job enrichment in union and non-union settings in the U.S. and foreign countries.

#### 696. Seminar in Selected Topics (3)

Intensive study in specific areas of management. May be repeated with new content. See Class Schedule for specific content. Maximum credit six units applicable to a master's degree. Maximum combined credit of six units of 596 and 696 applicable to a 30-unit master's degree.

#### 701. Organizational Theory and Design (3)

Prerequisite: Business Administration 651.

Managerial perspectives on organization in domestic and multinational arenas. Emphasis on organizational environments, strategy, goals, control, culture, structure, and technology.

#### 710. Seminar in World Business Environment (3)

Prerequisite: Business Administration 651.

Nature, dimensions and motives of international business. Impact of environmental factors. Nature of multinational corporation, importance of national and multilateral controls and policies for international business management.

#### 720. Seminar in Behavioral Sciences for Management (3)

Prerequisite: Business Administration 651.

Applications of findings from behavioral sciences to management problems and decisions. Study of organization cultures and subcultures. Impact of human behavior on the enterprise.

#### 721. Seminar in Group Processes and Leadership (3)

Prerequisite: Business Administration 651.

Perceptions and processes in work groups. Experience in interpersonal networks, influence and rewards, stereotypes; managing differences and conflicts.

#### 722. Seminar in Business Ethics and Social Institutions (3)

Prerequisite: Business Administration 651.

Ethical and social aspects of current issues in business and society. Changing role of stakeholders including consumers, shareholders, and employees. Assessment of operation, functioning and regulation of the market system.

#### 723. Seminar in International Strategic Management (3)

Prerequisite: Completion of MBA core or MS prerequisites.

Strategic decision making in managing international enterprises. General management problems in directing and controlling transnational companies, including entry, acquisitions and joint ventures. Cases and readings to acquaint students with worldwide business practices.

#### 724. Entrepreneurship (3)

Prerequisite: Business Administration 651.

Examination of the entrepreneurial approach; concepts, theory and techniques of managerial innovation and implementation; analysis of entrepreneurial skills.

#### 727. Seminar in Organizational Change and Development (3)

Prerequisite: Business Administration 651.

Process of developing human resources and organizations. Theories of organizational development; tools and techniques, analysis of manpower and organizational development programs.

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### **729. Seminar in Organizational Issues (3)**

Prerequisite: Business Administration 651.

Issues in organizations in modern society: organization design, environmental interface, and political processes. See Class Schedule for specific content. Maximum credit six units applicable to a master's degree.

### **731. Seminar in Strategic Management of Technology and Innovation (3)**

Prerequisite: Completion of MBA core or MS prerequisites.

Assessment of technological competencies and formulation of entry strategies for high-technology markets. Managing project teams and high-technology professionals.

### **740. Seminar in Business Management and the Natural Environment (3)**

Prerequisite: Graduate standing.

Environmental issues relating to business management. Topics include social and ethical approaches to the environment, environmental crises, and environmental movement. Cases and projects help students develop a philosophy integrating business and environmental concerns.

### **741. Seminar in Organization Power and Politics (3)**

Prerequisite: Business Administration 651.

Management of power and politics in organizations as they relate to resource allocation, decisions, personnel evaluation, and strategy and policy issues.

### **742. Seminar in Business and the Good Society (3)**

Prerequisite: Graduate standing.

Role of the firm in creating the "good society" through in-depth study of social and philosophical principles underlying business

enterprise. Assumptions underlying capitalist economic thought are surfaced, and relationship between "market failure" and "government regulation" examined.

### **743. Seminar in Business Plan Development (3)**

Prerequisite: Business Administration 651.

Principles and techniques for developing a business plan.

### **744. Seminar in Managing the Growing Firm (3)**

Prerequisite: MBA core or admission to degree curriculum for M.S. degree business administration.

Problems and issues confronting entrepreneurs beyond start-up of a new venture. Focus on issues from both entrepreneur and investor perspectives.

### **790. Directed Readings in Management (3) Cr/NC**

Prerequisite: Advancement to candidacy.

Preparation for the comprehensive examination for those students in the MSBA program under Plan B.

### **797. Research (3) Cr/NC/RP**

Prerequisite: Advancement to candidacy.

Research in the area of management. Maximum credit six units applicable to a master's degree.

### **798. Special Study (1-3) Cr/NC/RP**

Prerequisite: Consent of staff; to be arranged with department chair and instructor.

Individual study. Maximum credit six units applicable to a master's degree.

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