

Management

College of Business and Economics

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Programs

Undergraduate:

B.S., Management

Minor in Management

Student Learning Outcomes of the Undergraduate Program

The Department of Management provides conceptual foundations and behavioral skills needed to manage successfully in today's increasingly complex environment. Our faculty is committed to the transference of learning across disciplines through our Management Major and through our contributions to other College of Business and Economics and CSUN degree and non-degree programs.

Our contributions are focused on teaching, research and service that are: ethical and value-based, applied and practical, interdisciplinary, relevant across sectors and cultures, and valued by our on-campus and off-campus communities. In recognition of its responsibility to add value to all programs at the College of Business and Economics including our own, the Management Department faculty share the objective of measurably enhancing students' skills and abilities in the areas of: leadership, critical and strategic thinking, interpersonal skills, creative and ethical problem solving, decision making, written and oral communication, and becoming effective, contributing members of society.

The Major

The field of management encompasses all of the processes, skills, and techniques necessary to accomplish organizational goals with and through other people. These include such primary functions as planning, organizing, leading, staffing and controlling. The manager's responsibility is to carry out these functions effectively and efficiently while balancing the needs of all his or her constituencies including customers, employees, owners, and other organizational stakeholders. For these reasons, the role and responsibilities of managers are often complex and challenging, requiring a broad understanding of the organization's internal and external environment.

All organizations, whether private or public, manufacturing or service, for profit or social sector, are increasingly in need of effective managers and leaders at all levels. With the rise of professionalism and the decline of traditional hierarchical structures, the responsibilities for management and leadership are increasingly being shared by all organizational members. This need will only increase with the advances in technology that are progressively eliminating routine work and requiring each individual to add value to the organization of which they are a part, and to society as a whole.

Careers

The Management program prepares students for responsible positions in a wide variety of fields and organizations. These include:

1. Management in many settings, including manufacturing, operations, projects, R&D, services, retail, private sector, public sector, not-for-profits
2. Human resource management
3. Strategic management and planning
4. Consulting
5. Training and development
6. Being more effective in any position and role in work and in life, through the interpersonal and organizational skills gained in the program.

Academic Advisement

All Lower Division program advisement is through the college COBAE SSC/EOP. Upon completion of BUS 302 and BUS 302L, students are encouraged to seek advisement through faculty mentors from the department of their major.

Business Majors

A Business Major is any student majoring in Accountancy; Finance; Information Systems; Management; Marketing; or Business Administration with an option in either Business Law, Financial Services, Global Supply Chain Management, Real Estate, or Systems and Operations Management. All Business Majors share 27 units of Common Lower Division courses and 19 units of Common Upper Division courses.

Special Grade Requirements

Transfer students should be aware that no grade lower than a "C" will be accepted upon transfer from another institution to satisfy College of Business and Economics requirements.

Residency Requirement

At least 50 percent of the business and economics course credit units and 50 percent of the specialized major credit units required for the Bachelor of Science degrees in Accountancy, Business Administration, Finance, Information Systems, Management, Marketing, and the Bachelor of Arts degree in Economics must be completed in residence at California State University, Northridge.

Requirements for the Bachelor of Science Degree in Management

Prerequisites must be completed prior to enrolling in each course; please check course descriptions for prerequisite courses. It is especially important to understand and manage the following key sequence of interdependent courses:

1. You must complete all lower division required business courses before you can take BUS 302/L Gateway Experience and Laboratory
2. You must pass BUS 302/L or be enrolled in BUS 302/L to take MGT 360
3. You must pass BUS 302/L (including all the lab tests), MGT 360 with a grade of "C" or higher, and the Upper Division Writing Proficiency Exam (UDWPE) with a score of 8 or higher.
4. In addition to the above requirements, you also have to pass FIN 303 and MKT 304 to take BUS 497

It is vital that you plan ahead to satisfy these requirements in a timely sequence.

1. Common Lower Division Business Core (27 Units)

COMP	100	Computers: Their Impact and Use (3)
ENGL	205	Business Communication in its Rhetorical Contexts (3)

ECON	160	Principles of Microeconomics (3)
ECON	161	Principles of Macroeconomics (3)
MATH	103 ¹	Mathematical Methods for Business (3)
SOM	120 ²	Basic Business Statistics (3)
ACCT	220	Introduction to Financial Accounting (3)
ACCT	230	Introduction to Managerial Accounting (3)
BLAW	280	Business Law I (3)

¹ MATH 103 or a higher level mathematics course must be completed with a grade of “C” or better.

² The 4-unit MATH 140 course also satisfies this requirement.

2. Common Upper Division Business Core (19 Units)

BUS	302	Gateway Experience (3)
BUS	302L	Gateway Experience Laboratory (1)
FIN	303	Financial Management (3)
MGT	360	Management and Organizational Behavior (3)
MKT	304	Marketing Management (3)
SOM	306	Operations Management (3)
BUS	497	Capstone (3)

3. Upper Division Required Courses for the Major in Management (24 Units)

Common Required Courses for the Major in Management (12 units)

BLAW	308	Business Law II (3)
MGT	370	Management Skills Development (3)
MGT	380	Employment Practices (3)

Communication Course, Select One of The Following:

ENGL	305	Intermediate Expository Writing (3)
ENGL	306	Report Writing (3)
ENGL	407	Composition and the Professions (3)
PHIL	305	Business Ethics and Public Policy (3)
COMS	323	Group Communication (3)
COMS	443	Rhetoric in Business (3)

Note: In addition to the courses shown above, students must complete an additional 12 units of required courses for their option.

4. Required Courses for Management Major (12 Units)

ECON	308	Economics for Managers (3)
MGT	498C	Internship – Management (3)

6 units of Management electives from the following:

MGT	450	Organization Change and Development (3)
MGT	454	Leadership, Power and Politics (3)
MGT	456	Negotiation and Conflict Management (3)
MGT	458	Decision Making and Creativity (3)
MGT	460	Strategic Human Resource Management (3)
MGT	462	Business and Society (3)
MGT	464	International Business Management (3)
MGT	466	Strategic Leadership of Sustainability: Organizational Challenges and Opportunities (3)
MGT	496	Experimental Topics Course - Management (3)
MGT	499	Independent Study (3)

5. General Education (29-32 Units)

Of the 48 units of the General Education requirement, 13 units are satisfied by the following courses: MATH 103 satisfies 3 units of the Basic Skills mathematics requirement; ECON 160 and ECON 161 satisfy 6 units of Social Sciences; BLAW 280 satisfies 3 units of Lifelong Learning; and COMP 100 satisfies 1 additional unit. In addition, COMS 323 or PHIL 305, if taken to satisfy the 3-unit communications requirement, can satisfy 3 more units of Upper Division general education. Further, ECON 308 may be able to satisfy 3 units of upper division GE in some programs.

The Department of Management strongly recommends the following General Education electives for its majors. Elements of these general education courses are integrated into the management curriculum:

PHIL	200	Critical Reasoning (3)
ENGL	300	Contemporary Literature (3)
R S	205	Contemporary Ethical Issues (3)
ANTH	152	Culture and Human Behavior (3)

Minors in Management

The Management Minor allows non-management majors the opportunity to pursue a secondary interest in the field of management.

One of the usual prerequisites for these courses (BUS 302/L) will be waived for students in either the management or human resource management minor. However, they must pass MGT 360 before taking courses other than MKT 100, and also must pass the Upper Division Writing Proficiency Exam with a score of 8 or higher before taking 400-level electives. This minor is not available to Management majors.

Minor in Management

1. Required Courses (12 Units)

MKT	100 ¹	Conceptual Foundations of American Enterprise (3)
MGT	360	Management and Organizational Behavior (3)
MGT	370	Management Skills Development (3)
MGT	380	Employment Practices (3)

Each student must successfully complete two of the following courses (6 units):

MGT	450	Organization Change and Development (3)
MGT	454	Leadership, Power and Politics (3)
MGT	456	Negotiation and Conflict Management (3)
MGT	458	Decision Making and Creativity (3)
MGT	460	Strategic Human Resource Management (3)
MGT	462	Business and Society (3)
MGT	464	International Business Management (3)
MGT	466	Strategic Leadership of Sustainability: Organizational Challenges and Opportunities (3)
MGT	498C	Internship – Management (3)
MGT	499	Independent Study (3)

¹ MKT 100 Satisfies 3 units of General Education in Lifelong Learning

Total Units Required for the Minor	18
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Minor in Human Resource Management

Required Courses (15 units)

MGT	360	Management and Organizational Behavior (3)
MGT	370	Management Skills Development (3)
MGT	380	Employment Practices (3)
PSY	356	Industrial and Organizational Psychology (3)
MGT	460	Strategic Human Resource Management (3)

Each student must successfully complete one of the following courses:

MGT	450	Organization Change and Development (3)
MGT	454	Leadership, Power and Politics (3)
MGT	456	Negotiation and Conflict Management (3)
MGT	466	Strategic Leadership of Sustainability: Organizational Challenges and Opportunities (3)
MGT	498C	Internship – Management (3)
MGT	499	Independent Study (3)

Total Units Required for the Minor	18
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Course List

MGT 360. Management and Organizational Behavior (3)

Prerequisites: Completion of lower division business core. BUS 302/L is a col/prerequisite for business majors. Introduction to the basic concepts in management and organizational behavior. Applies these concepts to the management of people and resources toward the accomplishment of organizational goals. Emphasis is on the organizational applications of behavioral science concepts, interpersonal skills, and team building.

MGT 370. Management Skills Development (3)

Prerequisites: Grade of "C" or higher in MGT 360. BUS 302/L is a prerequisite for Business majors. A presentation of major concepts of the behavioral sciences that apply to the management of organizations. Focus is on understanding factors and developing skills that affect the behavior and ultimately the performance of individuals and groups within organizations.

MGT 380. Employment Practices (3)

Prerequisites: Grade of "C" or higher in MGT 360. BUS 302/L is a prerequisite for Business majors. Analyzes how, why, and the procedures involved in recruiting, retaining, evaluating, and managing employees in light of current issues and trends in the legal and socio-demographic environments.

MGT 450. Organization Change and Development (3)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. Examines current practices in the application of behavioral science knowledge to organization change issues. Focus is on the dynamics of change as well as current diagnostic techniques and intervention strategies.

MGT 454. Leadership, Power, and Politics (3)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. Concentrates on the ability of individuals to lead others in important undertakings, including the management of organizations, the management of large-scale change, and the resolution of complex problems. Focuses on behavioral approaches to leadership, particularly attaining and exerting power and managing the political subsystem effectively and ethically.

MGT 456. Negotiation and Conflict Management (3)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. Primary objective of this course is to introduce students to current theories and processes for negotiation and conflict management as practiced in a variety of settings. The course also builds students' skills in using negotiation and conflict management techniques.

MGT 458. Decision Making and Creativity (3)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. Analysis and skill-building in creative and ethical decision making, focused on managerial and organizational contexts. Decision making is considered as a comprehensive process, encompassing identification and framing of issues/problems, evaluation of alternatives, choice, implementation, and learning from the experience. Attention is given to a variety of contemporary decision-making and creativity techniques, in addition to traditional and rational decision-making models.

MGT 460. Strategic Human Resource Management (3)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L

is a prerequisite for Business majors. Examination of the formulation and implementation of human resource policy at the strategic level. Emphasis is placed on how human resource functions can integrate with the overall strategy of the firm to make the firm more competitive.

MGT 462. Business and Society (3)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. The course looks at the relationship among business, government not-for-profits and society. The major issues covered include: ethical dilemmas for business; models of relationships among business, government and society; and the impact of the public policy process on business and vice-versa.

MGT 464. International Business Management (3)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. Studies various issues related to managing international businesses effectively. The purpose is to develop skills in identifying critical issues facing, analyzing key factors related to, and developing solutions for businesses that either compete or will compete in global business environments.

MGT 466. Strategic Leadership of Sustainability: Organizational Challenges and Opportunities (3)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. Examines emerging concepts in organizational science, such as chaos theory, that can help students develop the conceptual and behavioral skills necessary to manage in the complex world of tomorrow. As such, this course continually adapts and adjusts to reflect new developments in management and in fields that can influence the management process.

MGT 496A-Z. Experimental Topics Courses Management (3)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. Course content to be determined.

MGT 498 A-C. Internship Management (1-6)

Prerequisites: Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. Individual study regarding the application of management principles in the workplace. Student must obtain an approved internship pertaining to present or future career. A maximum of 12 units may be earned by combining Internship (MGT 498), and Independent Study (MGT 499). This academic internship course is given on a Credit/No Credit basis only.

MGT 499. Independent Study (1-3)

Prerequisites: Consent of department chair and consent of an instructor to act as sponsor. Grade of "C" or higher in MGT 360. Upper Division Writing Proficiency Exam (UDWPE) score of 8 or higher. BUS 302/L is a prerequisite for Business majors. In order to do an Independent Study assignment in the College of Business and Economics, a student must have at least a 3.0 overall grade point average, a 3.0 grade point average in all major courses, and a 3.0 grade point average in his/her option courses. A student who does not meet these grade point requirements will not receive credit for any MGT 499 that he/she may take. Admission is based on evidence of ability to pursue Independent Study in depth and on approval of a project submitted at the time of registration. Regular progress meetings and reports are required throughout the semester. Completion of the project is required before credit may be received. Enrollment in Independent Study is not allowed for the purpose of substitution for an existing course. A maximum of six units of Independent Study (MGT 499) may be earned in the College

of Business and Economics. Further, a maximum of 12 units may be earned by combining Internship (MGT 498), and Independent Study (MGT 499).

Graduate

Graduate courses are open only to selected classified and conditionally classified graduate students who have attained an acceptable score on the GMAT. To determine their eligibility for enrollment, students majoring in areas other than business must consult with the Director of Graduate Programs of the College of Business Administration and Economics.

MGT 620. Behavior in Organizations (3)

Prerequisite: GBUS 600 (may be taken concurrently with MGT 620). Covers the behavioral issues facing organizations and their managers, the methods and systems for addressing them, and the interpersonal and analytical knowledge and skill needed to apply these methods and systems effectively. Focuses on practical experience, skill-building, and theory about motivation, leadership, interpersonal communication, group processes and team building, decision making, and job and organizational design.

MGT 630. Human Resource Strategies (3)

Prerequisite: GBUS 600. Examination of the interaction between organizations and their political, social, economic, and technical environments. Issues of ethical and social responsibility are examined.

MGT 661. Organization Theory and Design (3)

Prerequisite: GBUS 600. Innovative assessment of systems theory as a strategic approach to aligning an organization's strategies, structure, technology, and human resource practices with its environment. Views the history of organization theory as a story that illustrates diverse and creative ways of analyzing organizations.

MGT 662. Strategic Planning and Implementation (3)

Prerequisite: GBUS 600. A pragmatic approach to strategy formulation and implementation from the vantage point of executive management. Requires students to conduct a strategic analysis of a firm and its lines of business, emphasizing the importance of strategic management and strategic thinking as ongoing processes.

MGT 663. Global Strategic Management (3)

Prerequisite: GBUS 600. Explores the environmental challenges for global businesses, examining both the traditional and emergent global strategic responses of business to different market conditions. Emphasis is on contextual factors and the need for innovative strategies in an increasingly complex and changing environment in order to attain and/or maintain a competitive advantage.

MGT 664. Cross-Cultural Management (3)

Prerequisite: GBUS 600. Examination of the impact of culture on managing within a global environment. Develops an appreciation for one's own culture, knowledge, awareness, and sensitivity to cross cultural differences. The course develops the tools needed to handle the wide variety of situations challenging to the multinational manager.

MGT 665. Management of Technology and Innovation (3)

Prerequisite: GBUS 600. Explores the emerging literature regarding the integration of strategy, technology, and innovation. Stresses the strategic management of technological resources in order to gain a competitive advantage in the marketplace through timely innovation. There is extensive focus on the evolution of high-tech industries and the factors contributing to their success.

MGT 667. Leadership (3)

Prerequisite: GBUS 600. This course concentrates on contemporary leadership theory and practice with an emphasis on self-assessment and development of participants' leadership skills. The course focuses on behavioral approaches to leadership, including gaining power and managing the political subsystem.

MGT 668. Selected Topics (1-3)

Prerequisite: GBUS 600. The exploration of a topic currently being debated by the management community or the study of management through alternative means (e.g., classical literature, film or the practice of management in a specific industry (e.g. film). Check with department for specific offering.

MGT 671. Change Management (3)

Prerequisite: GBUS 600. Develops a conceptual framework and the personal skills that form the foundation for effective change management in organizations, whether in the role of manager or consultant. There is extensive use of structured role-plays, cases, and analysis of incidents from students' current work experiences.

MGT 693. Seminar in Strategic Management (3)

Prerequisite: Taken during last year of course work for MBA students. An integrative seminar dealing with broad business policy problems via the case method. There will be definition and analysis of internal and external factors affecting the development of the objectives and policies of the firm. The course stresses the interrelationships of major functional areas and the pervasive adjustments that may result from changes in a specific policy. Students are expected to use their personal experience and apply the analytical tools obtained from specialized courses in the solution of organization-wide problems. Emphasis is placed on case study methodology.

MGT 699. Independent Study-Management (3)

Prerequisites: Permission of graduate advisor and department chair. No more than six units of Independent Study may be taken in any one department, and no more than six units may be taken in the College of Business and Economics without prior approval of the Dean. Only those graduate students who have at least a current 3.0 grade point average may register in a 600-level Independent Study course. Note: See Graduate Business Interdepartmental Courses for GBUS 694C, GBUS 695C, GBUS 696C, GBUS 697C, and GBUS 698C.