Management

The Management major introduces management practices to students who wish to work in human resource management, management consulting, or in small business and non-profit organizations. There are two distinct tracks to the major.

- **Managing Human Resources:** This track prepares students to work as human resource professionals or in management consulting organizations or to broaden their interpersonal skills.
- **Management Consulting:** This track prepares students specifically to work in small businesses including family owned businesses, nonprofit organizations, startups, and in rapid growth environments.

**Professors.** Corinne A. Post, PHD (Rutgers University Newark); Michael D. Santoro, PHD (Rutgers University); Robert J. Trent, PHD (Michigan State University); Andrew J. Ward, PHD (University of Pennsylvania)

**Associate Professors.** Liuba Y. Belkin, PHD (Rutgers University); Andreea Kiss, PHD (Georgia State University); Douglas M. Mahony, PHD (Rutgers University); Naomi B. Rothman, PHD (New York University); Charles E. Stevens, PHD (Ohio State University); Zach G. Zacharia, PHD (The University of Tennessee, Knoxville)

**Assistant Professors.** Saif Mir, PHD (University of Arkansas); Ozias A. Moore, Jr., PHD (Cornell University)

**Professors Of Practice.** James Brennan, PHD (University of Wyoming); Phillip S Coles, MS (Cornell University); Joshua Walter Ehrig, MA (Lehigh University); Dale F. Falcinelli, MS (Lehigh University); Robert Kuchta, MS (New Jersey Institute of Technology); Kenneth Mawritz, PHD (Temple University)

**Emeriti.** Richard W Barsness, PHD (University of Minnesota Minneapolis); Alden S. Bean, PHD (Northwestern University); John W. Bonge, PHD (Northwestern University); Michael G. Kolchin, DBA (Indiana State University); Peter P. Poole, PHD (The Pennsylvania State University); Theodore W. Schlie, PHD (Northwestern University); John E. Stevens, PHD (University of Cincinnati)

Each track of the Management Major is comprised of 5 courses (15 credits). All Management Majors are required to take MGT 342 Managing in the International Organization.

### Managing Human Resources

**Required**

- **MGT 333** Human Resource Management 3 credits
- **MGT/SCM 328** Negotiations and Conflict Management 3 credits
- **MGT 342** Managing in the International Organization 3 credits
- **MGT 363** Managing Diversity and Inclusion in the Workplace 3 credits

**Plus 1 from the following courses:** 3 credits

- **MGT 314** Business Consulting Practicum
- **ECO 235** Labor Economics

**Total Credits** 15

### MANAGEMENT CONSULTING

**Required**

- **MGT 342** Managing in the International Organization 3 credits
- **MGT 306** Decision Making and Problem Solving in Business 3 credits
- **MGT 314** Business Consulting Practicum 3 credits

**Plus 2 from the following courses:** 6 credits

- **MGT/SCM 328** Negotiations and Conflict Management
- **MGT 333** Human Resource Management
- **FIN 328** Corporate Financial Policy
- **MKT 319** Development and Marketing of New Products

**Total Credits** 15

1. MGT 342 Management in the International Organization fulfills the CBE Global Requirement
2. MGT 363 Diversity and Inclusion in the Workplace fulfills the CBE Diversity Requirement

**MANAGEMENT MINOR**

This minor provides an overview of management program. It is designed to expose students to the field of management and to provide them with an opportunity to build and enhance their professional and leadership skills through a formal course of study. This minor is open available only to students with a declared major in the College of Business and/ or students enrolled in either the IBE or CSB programs. College of Business students cannot receive overlapping credit between College of Business major and minor courses or overlapping credit between College of Business minor courses.

Program of Study: The Management Minor consists of 3 courses equaling 9 credit hours from the following courses:

- **MGT 328** Negotiations
- **MGT 333** Human Resource Management
- **MGT 342** Managing in the International Organization

Course descriptions for the College of Business graduate courses can be found under Business and Economics Graduate courses (http://catalog.lehigh.edu/coursesprogramsandcurricula/businessandeconomics/businessandeconomicgraduatecourses).

**Courses**

**MGT 043 Organizational Behavior 3 Credits**

Managers are needed to make organizations run effectively. Management is the art and science of helping individuals achieve goals together, often in organizations. This course provides a broad overview of the principles of effective, ethical management at the individual, interpersonal, and group levels of analysis. Emphasis is on conceptual and applied organizational behavior topics such as: individual differences; decision making; perception and judgment; motivation; leadership; delivering effective feedback and performance appraisal; managing diversity; power; politics and influence; and organizational culture.

**MGT 143 Managing and Leading People in Organizations 3 Credits**

Introduction to human behavior in organizations. Emphasis on conceptual and applied organizational behavior and human resource topics such as: individual differences; perception and judgment; decision making; motivation; teams and groups; leadership; conflict; ethics; diversity; and culture. Must have sophomore or junior standing.

**MGT 243 Leadership in Organizations 3 Credits**

This course provides a deep dive into how to lead people, teams and organizations. Beyond intelligence and technical skills, what separates effective from less effective leaders is an understanding of the human side of business. This course offers an in-depth examination of leadership, and focuses on providing students with knowledge and abilities, increasing self-awareness, social-awareness, and organizational-awareness, thus facilitating their capacity for effective leadership. Students will learn to lead from within, and build and lead high impact and innovative teams.
MGT 300 Apprentice Teaching 1-3 Credits
MGT 301 Strategic Management in a Global Environment 3 Credits
The capstone business class, integrating concepts and practices from core business courses, utilizing an organization-wide, strategic perspective and examining the relationship among firm strategy, structure and environment. Course emphasizes strategic analysis, strategy formulation, and strategy implementation to achieve sustainable competitive advantage. Corporate governance, corporate social responsibility and business ethics are incorporated into the strategic perspective. Case analyses and competitive simulation game are central learning components. Senior standing in the College of Business and completion of college core.
Prerequisites: (MKT 111) and (ECO 146 or ECO 119) and (LAW 201) and (FIN 125) and (MGT 186 or SCM 186) and MGT 043 and (MGT 143 or MGT 243 or CSB 312) and (BS 111 or CSB 311) and ACCT 152 and (BUS 001 or BUS 002) and BUS 003 and BUS 203 and (BS 244 or CSB 311)
MGT 306 (ENTP 306) Decision Making and Problem Solving in Business 3 Credits
The course will provide the foundational hard and soft-skills consulting firms employ to identify and diagnose business problems, generate data, formulate innovative solutions, and effectively communicate recommendations. The course will blend lecture with experiential learning.
MGT 314 (ENTP 314) Business Consulting Practicum 3 Credits
Students will build upon the skills acquired in MGT 306 and, working in student teams, will engage client organizations to diagnose and develop innovative solutions to address client needs.
Prerequisites: MGT 306
Attribute/Distribution: ND
MGT 328 (SCM 328) Negotiations and Conflict Management 3 Credits
This course covers the theory and processes of negotiation in a variety of settings including face-to-face, virtual and cross-cultural business environments. Students will learn negotiating skills by preparing and simulating a broad mixture of negotiations, ranging from one-on-one, to three-person, to multiparty and team negotiations. They will learn to analyze outcomes and strategies during the debriefing sessions and will have an opportunity to compare results of their negotiations to the results of other people in class.
MGT 333 Human Resource Management 3 Credits
Analysis and resolution of personnel problems in organizations. Human resource planning, recruitment, selection, orientation, training, appraisal, compensation, and development.
Prerequisites: MGT 043 or MGT 143
MGT 342 Managing in the International Organization 3 Credits
This course introduces students to the challenges of managing and leading organizations whose operations and activities span national boundaries. Particular attention will be given to the critical human resource issues confronting managers in the global marketplace. Topics discussed include: contemporary and emerging international organizational structures; fostering a global mindset; managing across cultures; developing global leaders; reward systems; performance management; and managing global careers. Junior standing is required.
MGT 346 International Business 3 Credits
This class provides an overview of international business, including the decisions, issues, and challenges faced by multinational enterprises and the environment in which they operate. This class will discuss why trade exists between nations and examine patterns in foreign direct investment. We will explore political, economic, cultural, and other differences between countries that are salient to international business. We will understand why businesses decide to create overseas subsidiaries, and the various choices available to them as they operate globally.
MGT 350 (BIS 350) Project Management 3 Credits
Key processes and tenets of project management including scope, time, cost, quality, human resources, communications, risk, procurement, and integration management. Both technical and behavioral aspects of project management are applied within the context of either IS management, HR management, Supply Chain Process Management, Small Business Management. Topics include: expectations management, change management and consulting engagement management. Introduces both software project monitoring tools and project team collaboration techniques and tools. Must have completion of all other courses in either BIS or Management major.
Prerequisites: (MGT 321 and MGT 333) or (MGT 321 and MGT 306) or (MGT 321 and BIS 311 and BIS 324) or (MGT 321 and (SCM 328 or SCM 340 or SCM 342 or SCM 309 or SCM 354)),
MGT 363 Managing Diversity and Inclusion in the Workplace 3 Credits
This 3-credit course focuses on the complex dynamics that emerge in diverse groups and environments, explains how diversity and inclusion affect individual and organizational performance, relates diversity and inclusion to career development and success and to the management of human resources. This course also aims to develop skills and competencies for effectively managing diversity and its effects in the workplace. Diversity and Inclusion in the Workplace will be taught with a combination of lectures, self-assessments, class discussions, group exercises, self-reflections.
MGT 371 Directed Readings 1-3 Credits
Readings in various fields of management designed for the student who has a special interest in some field of management not covered by the regularly scheduled courses. Consent of department chair required.
Repeat Status: Course may be repeated.
MGT 372 Special Topics 1-3 Credits
Special problems and issues in management for which no regularly scheduled course work exists. Consent of department chair required.
Repeat Status: Course may be repeated.
MGT 373 Management Internship 1-3 Credits
A sponsoring faculty member shall direct readings, projects, and other assignments including a comprehensive final report in conjunction with an industry-sponsored internship. The work experience itself, whether paid or unpaid, is not the basis for academic credit. Intellectual development in the context of a field study learning experience will be the determining factor in awarding academic credit. This course cannot be used to satisfy requirements of the Management major. Consent of department chair required. Must have junior standing.
MGT 416 Managing Talent 3 Credits
The course is fundamentally about understanding and improving the behavior and performance of individuals in the workplace. As such, we will draw upon key theories in organizational behavior to address human resource issues arising from the employment relationship. Topics will address key areas in the talent pipeline from sourcing and selection, training and development, motivation and performance management, to talent management metrics and analytics.
MGT 461 Strategic Management 1 Credit
Strategic Management covers overall organizational issues in determination, analysis, execution, and control within a global environment. This capstone course integrates theories and concepts from production, marketing, finance, and accounting and provides an opportunity to simulate the function of top level management as it relates to the total business environment through a team-based business simulation. Through readings, written assignments, presentations, in-depth group discussions, and a team-based simulation competition, students will broaden their understanding and practice the art of strategic decision making.
MGT 462 Experiential Learning Capstone 3 Credits
The Experiential Learning Capstone in the M2 curriculum immerses students in the study of how historical, iconic companies, under the guise of strategic management principles, created disruptive/game-changing industry innovation. Built on the foundational courses in the M2 curriculum, the capstone integrates classroom lectures with a combination of company visits and externship projects. Students apply their foundational learning in the study of how birth was given to a select set of companies.