

Department of Management

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Assistant Professors

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Instructors

R. Eliason, C. Hamilton, E. Henkel, F. Pargas, C. Roeder, M. Yankey, D. Zisk

Mission Statement

The mission of the Department of Management's program is to provide nationally competitive undergraduate and graduate education in the study of management. The management program prepares its majors for entry-level jobs, and for eventual positions in middle-level and upper-level management, as well as for high-quality graduate programs. In addition, the program provides general management education to all students in the College of Business and to students in a wide variety of programs across the university.

Goals

The overall goals of the management program are:

- to prepare the graduates of our major for a wide variety of management careers and leadership roles.
- to provide instruction relating to the study and practice of management to all undergraduate and graduate students in the College of Business, and a wide range of majors throughout JMU.

Objectives

The specific objectives of the management program are:

- to provide a basic understanding of how to apply key managerial concepts and theories in the contemporary work environment.
- to develop human relations/interpersonal skills.
- to develop an understanding of how group dynamics affect individual and group behavior.
- to understand how to integrate the functional areas of an organization.
- to further develop and refine oral communications skills through group presentations.

- to further develop and refine written communications skills through report writing.
- to strengthen individual decision-making skills.
- to provide an understanding and appreciation of the human resource policies and procedures used by organizations and managers.
- to increase knowledge of current developments in the field of human resource management.
- to enhance skills in working with others in small groups to arrive at business decisions.

Career Opportunities

- Sales Manager
- Project Manager
- Human Resources Generalist or Specialist
- Management Consultant/Analyst
- Operations or Logistics Manager
- Distribution Manager
- Labor Relations Specialist
- Small Business Owner
- Customer Relations Manager

Co-curricular Activities and Organizations

- Society for Human Resource Management (SHRM)
- Students in Free Enterprise (SIFE)

Degree and Major Requirements

Bachelor of Business Administration in Management

The B.B.A. degree in management requires a minimum of 120 credit hours of undergraduate work. Fifty percent of this work, 60 credit hours, must be taken outside of the College of Business. In counting the 60 credit hours of non-business courses, B.B.A. students may include all hours taken in general education (usually 41), up to a total of nine hours in economics (GECON courses must be counted as economics), and three hours of COB 191, Business Statistics.

The remaining hours, to bring the total to 60, must be taken from any department outside the College of Business. Students should carefully select these non-business electives to help them gain additional knowledge and expertise for their careers and personal lives. The credit hour requirements for each of the program components are as follows:

Degree Requirements

	Credit Hours
General Education requirements ¹	41
B.B.A. lower-level core courses	30
B.B.A. upper-level core courses	15
Management major requirements	24
Non-business electives	8-11
	120

¹ The General Education program contains a set of requirements each student must fulfill. The number of credit hours necessary to fulfill these requirements may vary.

Major Requirements

First Two Years

Students planning to major in management must complete the 30-31 hour, lower-division B.B.A. core curriculum prior to enrolling in upper-division core courses normally taken in the first semester of the junior year. It is expected that the lower-division core curriculum will be completed during the first two years of study along with all, or most, of the university general education curriculum. Failing to complete all the lower-division core requirements on time will delay enrollment in upper-division core and major courses until at least the second semester of the junior year. Students enrolling in any 400 level course with a MGT prefix must have senior standing (90 credit hours). Students cannot enroll in more than four courses with a MGT prefix in any given semester.

All management majors will take the three required management core courses.

Required Courses

MGT 340. International Management
MGT 365. Human Resource Management
MGT 390. Organizational Behavior

Plus one applied course to be fulfilled by one of the following:

MGT 372. Entrepreneurship
MGT 494 or MGT 495. Internship
MGT 467. Human Resource Strategy and Implementation.

The remaining five management courses, one of which is the applied course, will be determined by whether a student chooses a concentration. Students who do not pursue a concentration may choose any five management courses, one of which must be an applied course, to fulfill their degree requirements. Students in management may choose to concentrate in human resource management or technology, innovation and entrepreneurship (TIE). The requirements for the two concentrations are delineated in the following sections.

Concentrations

Human Resource Management Concentration

The concentration in human resource management is designed for the management major who desires to concentrate in the human resource aspects of work force recruitment and utilization. This concentration focuses on the development of knowledge and problem-solving skills within the component areas of human resource management. The human resource management concentration consists of the eight courses shown below.

Course	Credit Hours
MGT 340. International Management	3
MGT 365. Human Resource Management	3
MGT 390. Organizational Behavior	3
Three of the following HR foundation courses:	9
MGT 460. Employment Law	
MGT 462. Compensation and Benefits	
MGT 466. Employee Training and Development	
MGT 468. Staffing	
Management Elective	3
Applied HR Elective (HR Internship or MGT 467)	3
	24

Technology, Innovation and Entrepreneurship (TIE) Concentration

The concentration in technology, innovation and entrepreneurship is intended to prepare students for entrepreneurially-oriented careers. The educational approach will be broad-based and designed for students who seek careers in small businesses, as well as those who aspire to be entrepreneurs in corporate settings. The concentration will provide the theoretical framework and practical skills required for entrepreneurial success in organizations of all sizes. The technology, innovation and entrepreneurship concentration consists of the eight courses shown below.

Course	Credit Hours
MGT 340. International Management	3
MGT 365. Human Resource Management	3
MGT 372. Entrepreneurship	3
MGT 390. Organizational Behavior	3
MGT 420. Management of Technology	3
Management elective	3
Choose two of the following:	6
MGT 425. Project Management	
MGT 450. Creativity and Innovation	
MGT 472. Venture Creation	
MGT 480. Organization Theory and Design	
	24

Recommended Schedule for Majors General Management (No concentration)

Third Year

First Semester	Credit Hours
COB 300A. Integrated Functional Systems: Management	3
COB 300B. Integrated Functional Systems: Finance	3
COB 300C. Integrated Functional Systems: Operations	3
COB 300D. Integrated Functional Systems: Marketing	3
General Education or non-business elective	3
	<u>15</u>

Second Semester

Second Semester	Credit Hours
MGT 340. International Management	3
MGT 365. Human Resource Management	3
MGT 390. Organizational Behavior	3
General Education or non-business electives	6
	<u>15</u>

Fourth Year

First Semester	Credit Hours
Management electives	9
General Education or non-business electives	6
	<u>15</u>

Second Semester

Second Semester	Credit Hours
COB 487. Strategic Management	3
Management electives	6
General Education or non-business electives	6
	<u>15</u>

Human Resource Management Concentration

Third Year

First Semester	Credit Hours
COB 300A. Integrated Functional Systems: Management	3
COB 300B. Integrated Functional Systems: Finance	3
COB 300C. Integrated Functional Systems: Operations	3
COB 300D. Integrated Functional Systems: Marketing	3
General Education or non-business electives	3
	<u>15</u>

Second Semester

Second Semester	Credit Hours
MGT 340. International Management	3
MGT 365. Human Resource Management	3
MGT 390. Organizational Behavior	3
General education or non-business electives	6
	<u>15</u>

Fourth Year

First Semester	Credit Hours
HR foundation courses	9
General Education or non-business electives	6
	<u>15</u>

Second Semester

Second Semester	Credit Hours
COB 487. Strategic Management	3
HR applied elective	3
Management elective	3
General Education or non-business electives	6
	<u>15</u>

Technology, Innovation and Entrepreneurship Concentration

Third Year

First Semester	Credit Hours
COB 300A. Integrated Functional Systems: Management	3
COB 300B. Integrated Functional Systems: Finance	3
COB 300C. Integrated Functional Systems: Operations	3
COB 300D. Integrated Functional Systems: Marketing	3
General Education or non-business elective	3
	<u>15</u>

Second Semester

Second Semester	Credit Hours
MGT 340. International Management	3
MGT 365. Human Resource Management	3
MGT 390. Organizational Behavior	3
General Education or non-business electives	6
	<u>15</u>

Fourth Year

First Semester	Credit Hours
MGT 372. Entrepreneurship	3
MGT 420. Management of Technology and Innovation	3
TIE elective	3
General Education or non-business electives	6
	<u>15</u>

Second Semester

Second Semester	Credit Hours
COB 487. Strategic Management	3
TIE elective	3
Management elective	3
General Education or non-business electives	6
	<u>15</u>