

Narendra Paul Loomba Department of Management

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Field Description

Management is the science and art of running an organization. It involves setting goals, planning, organizing human and other resources, implementing plans, and guiding the organization to achieve desired goals. Management applies to for-profit, not-for-profit, and governmental organizations; it applies to small and larger organizations, to family-owned and stockholder-owned firms, and to units within larger organizations. Management is interdisciplinary and integrates contributions from various fields of knowledge.

The Major and Specializations

The management major prepares the student for entry level positions in operations management or personnel administration; for the broader managerial responsibilities that usually come with promotion and continue to expand throughout ones career; or to start and manage an entrepreneurial venture. Courses are designed to develop the necessary skills, insight, and knowledge for dealing with the human and organizational aspect of management and also to develop the analytical, creative, and quantitative skills required for allocating and utilizing resources and for making managerial decisions.

The Department of Management (MGT) offers courses in the concepts and techniques for managing all kinds of organizations. The department offers three specializations: entrepreneurship (ENT), human resource management (HRM), and operations management (OM). Each is outlined in detail below.

- [Entrepreneurship \(ENT\)](#)
- [Human Resource Management \(HRM\)](#)
- [Operations Management \(OM\)](#)

Entrepreneurship

Program Learning Goals

Operational Skills	Students will be able to Identify and respond to operational issues of entrepreneurial ventures
Strategy Skills	Students will be able to Identify, generalize and apply venture start-up and growth strategy issues
Business Opportunity Recognition Skills	Students will be able to analyze various business opportunities by applying systematic theoretical frameworks
Business Modeling and Planning Skills	Students will be able to develop a value proposition for a new or existing venture and embed it in a sustainable business model and plan

Required Courses (12 Credits)		
MGT 3950	Developing an Entrepreneurial Mindset	3 credits
MGT 3951	Creating Entrepreneurial Opportunities	3 credits

MGT 4952	Designing for Innovation	3 credits
MGT 5985	Entrepreneurship in the Wild	3 credits
Elective Courses (9 credits) Students must take three elective courses, at least two of which must come from the following list. For the third elective, students may choose from this same list, or students may choose any 3000-level or 4000-level course from the Marx, Weissman, or Zicklin Schools by submitting the justification for an identified course to the Entrepreneurship Area Coordinator, who will notify the Registrar, if the course is approved.		
MGT 3960	An Entrepreneurial Pre-Launch Journey	3 credits
MGT 3962	Family Enterprise Dynamics	3 credits
MGT 3964	Entrepreneurial Teams, Networks, and Alliances	3 credits
MGT 3968	The Art of Persuasion	3 credits
MGT 3971	Multicultural Entrepreneurial Experiences	3 credits
MGT 4954	New Venture Funding	3 credits
MGT 4960	New Venture Management	3 credits
MGT 4967	Technology and Innovation in Entrepreneurship	3 credits
MGT 4969	Social Entrepreneurship	3 credits
MGT 4993	Special Topics in Entrepreneurship	3 credits

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Human Resource Management (HRM)

Program Learning Goals

Organizational Behavior Proficiency	Students will comprehend concepts that help identify behavioral problems in work organizations
Human Resource Management Proficiency	Students will develop the capability to generate plans, programs, or systems for the Human Resource function

Required Courses

9 credits

MGT 3300	Management: A Behavioral Approach	3 credits
MGT 3800	Management and Society	3 credits
MGT 4400	Human Resource Management	3 credits

Specialization Courses

15 credits

Students must take five additional management courses, at least four of which are to be chosen from the following list:

MGT 4310	Organizational Design	3 credits
MGT 4330	Organizational Behavior: A Micro Perspective	3 credits
MGT 4340	Organizational Change	3 credits
MGT 4380	Management of Organizational Productivity	3 credits
MGT 4420	Management of Compensation	3 credits
MGT 4430	Employee Development and Training	3 credits
MGT 4460	Labor Relations and Collective Bargaining	3 credits
MGT 4475	Human Resource Metrics	3 credits
MGT 4480	Conflict Management Procedures	3 credits
MGT 4493	Special Topics in Human Resource Management	3 credits
MGT 4494	Special Topics in Human Resource Management	1.5 credits
MGT 4880	Management of Multinational Corporations	3 credits

The fifth specialization elective can be any Department of Management course or another course approved by a department advisor.

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Operations Management (OM)

Program Learning Goals

Technical Skills	Students will be able to demonstrate technical competence with Operations Management techniques
Interpretive Skills	Students will be able to interpret results of Operations Management techniques and make relevant recommendations
Integrative Problem Solving Skills	Students will be able to integrate more than one Operations Management technique to solve a problem
Contextual Skills	Students will be able to identify and explain broad issues affecting Operations Management such as strategy and globalization

Required Courses

21 credits

MGT 3300	Management: A Behavioral Approach	3 credits
MGT 3500	Business Decision Models (OPR 3450)	3 credits
MGT 3710	Introduction to Supply Chain Management	3 credits
MGT 3730	Business Process Analysis	3 credits
MGT 3800	Management and Society	3 credits

ENV 3006	Global Ecology	3 credits
ENV 3009	Conservation Biology and Sustainable Development	3 credits
PHI 3050	Ethics, Economics, and the Business System	3 credits
PHI 3200	Environmental Ethics	3 credits
POL 3005	Social Welfare Policy	3 credits
POL 3318	Immigration and Integration in the U.S.	3 credits
POL 3422	Urban Public Policy	3 credits
SOC 3155	Urban Sociology	3 credits
SOC 3156	Social Inequality	3 credits
SOC 3170	Social Movements	3 credits
Students must take one course from the following list:		
PAF 3020	Ethics and Civic Engagement	3 credits
PAF 3301	Models of Service Delivery	3 credits
PAF 3343	Building Cities: Markets and Government	3 credits
PAF 3375	Housing and Community Development Policy	3 credits
PAF 3442	Cities and Sustainability	3 credits
PAF 3710	Reforming Education	3 credits

Human Resource Management (HRM)

MGT 3300	Management: A Behavioral Approach	3 credits
MGT 4400	Human Resource Management	3 credits
plus any other 3-credit MGT course		

Operations Management (OM)

MGT 3500	Business Decision Models (OPR 3450)	3 credits
MGT 3710	Introduction to Supply Chain Management	3 credits
plus any other 3-credit MGT course		

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Minors for Non-Business Major

Students in the Weissman School of Arts and Sciences or in the Marx School of Public and International Affairs who wish to take business courses may do so by declaring a minor in entrepreneurship or in human resources. Before declaring the minor, they must either complete BUS 1001 (1 credit) or have previously completed BUS 1011 (3 credits). To be awarded the minor, students must have a GPA of 2.0 or more in the courses included in the minor. Eligibility to declare such a minor is restricted to students who have an overall GPA of 2.0 or more at the time they declare the minor. Courses that apply to the minor may not be used for any other requirement. This minor does not fulfill the requirement to complete a Tier III minor.

Students must choose three courses (9 credits) from the following:

Entrepreneurship

MGT 3950	Developing an Entrepreneurial Mindset	3 credits
MGT 3951	Creating Entrepreneurial Opportunities	3 credits
MGT 4952	Designing for Innovation	3 credits

Social Innovation

Required Courses (capstone)		
MGT 3950	Social Entrepreneurship	3 credits
Elective Courses		
(Students must take one course from the following list:)		
ANT 3125/ SOC 3125	Race and Ethnic Relations	3 credits
ENV 3001	Introduction to Environmental Science	3 credits
ENV 3006	Global Ecology	3 credits
ENV 3009	Conservation Biology and Sustainable Development	3 credits
PHI 3050	Ethics, Economics, and the Business System	3 credits
PHI 3200	Environmental Ethics	3 credits
POL 3005	Social Welfare Policy	3 credits
POL 3318	Immigration and Integration in the U.S.	3 credits
POL 3422	Urban Public Policy	3 credits
SOC 3155	Urban Sociology	3 credits
SOC 3156	Social Inequality	3 credits

SOC 3170	Social Movements	3 credits
Students must take one course from the following list:		
PAF 3020	Ethics and Civic Engagement	3 credits
PAF 3301	Models of Service Delivery	3 credits
PAF 3343	Building Cities: Markets and Government	3 credits
PAF 3375	Housing and Community Development Policy	3 credits
PAF 3442	Cities and Sustainability	3 credits
PAF 3710	Reforming Education	3 credits

Human Resources

Psychology majors must take:

MGT 3120	Fundamentals of Management	3 credits
MGT 4400	Human Resource Management	3 credits

plus one of the following elective courses:

MGT 4420	The Management of Compensation	3 credits
MGT 4430	Employee Development and Training	3 credits
MGT 4460	Labor Relations and Collective Bargaining	3 credits
MGT 4480	Conflict Management Procedures	3 credits

Other non-business majors take:

MGT 3120	Fundamentals of Management	3 credits
MGT 3300	Management: A Behavioral Approach	3 credits
MGT 4400	Human Resource Management	3 credits

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Courses in Management (MGT)

MGT 3093	Special Topics in Management	3 credits
MGT 3094	Special Topics in Management	1.5 credits
MGT 3120	Fundamentals of Management	3 credits

MGT 3121	Service Operations Management	3 credits
MGT 3300	Management: A Behavioral Approach	3 credits
MGT 3493	Special Topics in Human Resource Management	3 credits
MGT 3494	Special Topics in Human Resource Management	1.5 credits
MGT 3500	Business Decision Models	3 credits
MGT 3593	Special Topics in Operations Management	3 credits
MGT 3594	Special Topics in Operations Management	1.5 credits
MGT 3710	Introduction to Supply Chain Management	3 credits
MGT 3730	Business Process Analysis	3 credits
MGT 3800	Management and Society	3 credits
MGT 3950	Developing an Entrepreneurial Mindset starting Fall 2020	3 credits
MGT 3951	Creating Entrepreneurial Opportunities starting Fall 2020	3 credits
MGT 3960	Entrepreneurship Management Course title change to: An Entrepreneurial Pre-Launch Journey (effective Fall 2020)	3 credits
MGT 3964	Entrepreneurial Teams, Networks, and Alliances starting Fall 2020	3 credits
MGT 3971	Multicultural Entrepreneurial Experiences starting Fall 2020	3 credits
MGT 3993	Special Topics in Entrepreneurship	3 credits
MGT 3994	Special Topics in Entrepreneurship	1.5 credits
MGT 4093	Special Topics in Management	3 credits
MGT 4094	Special Topics in Management	1.5 credits
MGT 4310	Organizational Design	3 credits
MGT 4330	Organizational Behavior: A Micro Perspective	3 credits
MGT 4340	Organizational Change	3 credits
MGT 4380	The Management of Organizational Productivity	3 credits
MGT 4400	Human Resource Management	3 credits

MGT 4420	The Management of Compensation	3 credits
MGT 4430	Employee Development and Training	3 credits
MGT 4460	Labor Relations and Collective Bargaining	3 credits
MGT 4475	Human Resource Metrics	3 credits
MGT 4480	Conflict Management Procedures	3 credits
MGT 4493	Special Topics in Human Resource Management	3 credits
MGT 4494	Special Topics in Human Resource Management	1.5 credits
MGT 4500	Cases in Operations Management	3 credits
MGT 4550	Managerial Decision Making	3 credits
MGT 4551	Service Operations Strategy	3 credits
MGT 4593	Special Topics in Operations Management	3 credits
MGT 4594	Special Topics in Operations Management	1.5 credits
MGT 4880	Management of Multinational Corporations	3 credits
MGT 4952	Designing for Innovation starting Fall 2020	3 credits
MGT 4954	New Venture Funding starting Fall 2020	3 credits
MGT 4960	New Venture Management starting Fall 2020	3 credits
MGT 4961	Entrepreneurial Experiences No longer offered starting Fall 2020	3 credits
MGT 4962	Family Business Management Course number and title change to: MGT 3962 Family Enterprise Dynamics (effective Fall 2020)	3 credits
MGT 4963	Entrepreneurial Startups No longer offered starting Fall 2020	3 credits

MGT 4965	Leadership Development and Entrepreneurial Applications	3 credits
	No longer offered starting Fall 2020	
MGT 4966	Social Business: Social Networking for Entrepreneurs	3 credits
	No longer offered starting Fall 2020	
MGT 4967	Technology, Innovation, and Design in Entrepreneurship	3 credits
	Course title change to: Technology and Innovation in Entrepreneurship (effective Fall 2020)	
MGT 4968	Critical Conversations for Entrepreneurs: Selling and Negotiating	3 credits
	Course number and title change to: MGT 3968 The Art of Persuasion (effective Fall 2020)	
MGT 4969	Social Entrepreneurship	3 credits
MGT 4970	Creating Entrepreneurial Communities	3 credits
	No longer offered starting Fall 2020	
MGT 4971	Women and Entrepreneurship	3 credits
	No longer offered starting Fall 2020	
MGT 4978	Entrepreneurship: Managing Ventures Within the Corporation	3 credits
	No longer offered starting Fall 2020	
MGT 4993	Special Topics in Entrepreneurship	3 credits
MGT 4994	Special Topics in Entrepreneurship	1.5 credits
MGT 5110	Management Internship	3 credits
MGT 5985	Entrepreneurship in the Wild	3 credits
	starting Fall 2020	
MGT 3120H	Hon Fund of Mgt	3 credits
MGT 3121H	Hon Serv Opr Mgt	3 credits
MGT 3300H	Hon Mgt Behavior	3 credits

MGT 3960H	Entrepreneurship Management Honors	3 credits
	Course title change to: An Entrepreneurial Pre-Launch Journey (effective Fall 2020)	
MGT 6001H	Hon Management I	3 credits
MGT 6002H	Hon Management II	3 credits

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