

MANAGEMENT AND LEADERSHIP

Program Overview

The manager's job is fast-paced and requires the ability to make decisions and facilitate the work of others. The management and leadership major gives students the knowledge and skills they need to compete in a rapidly changing global marketplace. Firms of all sizes and in all fields need good managers who know how to motivate subordinates, manage teams, resolve conflicts, and lead by example. Businesses want new employees who can handle themselves as subordinates, supervisors, and team members. Whether students are looking for a position with a medium to large organization or thinking of starting a company of their own, the management and leadership major provides the knowledge and skills they need to be successful.

Curriculum Overview

Courses in the program include Team Management, Management Skills, Introduction to Human Resource Management, Managing Workforce Diversity, Career Management, Small Business Management, Negotiation, International Management, and more.

Degree Offered

- B.S.B.A. in Management and Leadership

Contact

Mark Promislo, Ph.D.

Associate Professor and Chairperson
Sweigart Hall 237
609-895-5545
mpromislo@rider.edu

Program Website: <http://www.rider.edu/mgtlead> (<http://www.rider.edu/academics/colleges-schools/college-business-administration/undergraduate-majors-programs-0/management/>)

Associated Department: Department of Management

Related Programs

- Business Administration (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/business-administration/>)
- Economics (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/economics/>)
- Entrepreneurial Studies (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/entrepreneurial-studies/>)
- Health Care Management (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/health-care-management/>)
- Human Resource Management (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/human-resource-management/>)
- Sport Management (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/sport-management/>)

Management and Leadership Program Requirements

(18 credits)

Note: An average grade of 'C' or better is required in the 18 semester credit hours required for the major. Students are encouraged to take MGT 491 as a free elective.

Code	Title	Credits
Core Requirements		
See Business Core Requirements (http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/core-requirements/)		
Major Requirements		
Complete the following courses:		
MGT 355	Team Management ¹	3
MGT 363	Management Skills ¹	3
MGT 450	Advanced Leadership	3
Select three of the following:		
ENT 348	Small Business Management	
ENT 448	Small Business Consulting Sem	
MGT 310	Intro to Human Resource Mgmt	
MGT 320	Managing Workforce Diversity	
MGT 346	Negotiation	
MGT 375	International Management	
MGT 410	Ethical Management	
MGT 421	Sel Topics:Mgt & Organztn Behv	
MGT 490	Independent Research and Study	
Total Credits		18

¹ Management and Leadership majors have the option of applying MGT 355 Team Management or MGT 363 Management Skills for their major requirement as well as for their Leadership elective requirement. If a student chooses to count MGT 355 or MGT 363 toward both the major requirement and the Leadership elective, the student must complete 3 additional credits of free electives for graduation.

Notes:

1. An average grade of "C" or better is required in the 18 semester credit hours that are required for the management and leadership major. Majors are encouraged to take MGT 491 as a free elective.

Courses and Descriptions

ENT 348 Small Business Management 3 Credits

This course provides students with an introduction to ownership/management in the world of small business as well as an understanding of what is needed to start/buy/sell a small business. In addition, the course endeavors to help students move from a consumer orientation to a producer orientation, and to learn project management and research skills through participation in a hands-on project. The project has students investigate the market potential of an innovative business concept, and then use this research to evaluate the business concept as an entrepreneurial opportunity.

MGT 201 Fund Management & Org Behavior 3 Credits

This course deals with the fundamentals of organizational behavior as they relate to management such as motivation, communications, and leadership. Behavior is examined at the individual, group, and organizational level. The management functions of planning, organizing, leading and controlling are addressed. The effects of global operations and the requirements of ethical behavior on managers are also explored.

Prerequisite(s): minimum 30 credits completed.

MGT 310 Intro to Human Resource Mgmt 3 Credits

This course deals with the nature of human resource management, its functions, procedures, and practices currently found in profit, non-profit and public sector organizations. Topics covered include recruiting and selection, training, human resource development, equal employment opportunity, performance appraisal, diversity, job analysis, compensation, and employee rights and discipline.

Prerequisite(s): MGT 201 or PSY 210.

MGT 320 Managing Workforce Diversity 3 Credits

Demographic shifts, changing patterns of labor force participation, global competition, and a growing cultural emphasis on the celebration of difference have all contributed to the creation of diversity as a hot topic in management. This course explores the opportunities and challenges of the increasingly diverse workforce emerging in the United States today. We will address the knowledge and skills managers must develop in working with others who are different from themselves.

Some of these differences are obvious- gender, race, age, and physical characteristics. Other differences are not as easily observed - family structure, educational level, social class, and sexual orientation. This class incorporates experiential learning techniques for personal growth.

Prerequisite(s): MGT 201 or PSY 210.

MGT 336 Career Management 3 Credits

How careers are shaped by individual needs and experience and assisted by organization systems and practices is the focus of this course.

The meaning of work and the development of careers are discussed, and students undertake self-assessment for the purpose of career planning. Careers are examined in the context of important changes occurring today in the world of work. The impact of the executive, organizational counselors and trainers, and the educational system upon the development of human potential is examined, along with the techniques for human resource planning and development.

Prerequisite(s): MGT 201 or permission of instructor.

MGT 346 Negotiation 3 Credits

The purpose of this course is first, to explore the major concepts and theories behind effective negotiating practices and second, to develop negotiating skills applicable to a wide range of contexts. A knowledge of negotiation is a crucial requirement for anyone interested in a business career since it is a common mechanism for implementing change and for resolving conflict in the workplace. Topics will include two-party negotiations, power and politics, mediation, arbitration, and collective bargaining. A variety of teaching techniques will be used including readings, discussion, and role-playing.

Prerequisite(s): MGT 201 or permission of the instructor.

MGT 355 Team Management 3 Credits

This course prepares students to work in organizations that use teams as an integral part of their functioning-an increasingly common practice. The class involves intensive group interaction, focusing on individual growth in group settings. Working with other students in role-plays, exercises, and team assignments allows the student to develop better communication and leadership skills.

Prerequisite(s): MGT 201 or PSY 210.

MGT 363 Management Skills 3 Credits

The focus of this course is on specific skills necessary for success in a management role. These skills include leading, communicating effectively, delegating, conflict and time management and motivating others. Students will have opportunities to practice skills and to apply their knowledge to business cases.

Prerequisite(s): MGT 201 or permission of instructor.

MGT 375 International Management 3 Credits

This course explores the ways in which culture impacts management practices and organizational behavior and dynamics. Topics include cross cultural communication, expatriate selection and training, leading and motivating cross cultural teams, developing organizational strategies to compete in a global market place, international business ethics, and current topics.

Prerequisite(s): MGT 201.

MGT 421 Sel Topics:Mgt & Organztn Behv 3 Credits

The seminar focuses on an area of study announced at the time of registration (students should check the registration material). Examples of possible topics are: leadership, motivation, and organizational behavior research. Prerequisites vary according to the topic and are listed in the registration material.

Prerequisite(s): MGT 201 or permission of instructor.

MGT 490 Independent Research and Study 1-4 Credits

Topic to be approved in advance by supervising instructor, chairperson, and academic dean. Available for juniors and seniors. No more than 12 credits allowed toward graduation, and can be used as free elective or MGT major elective.

Prerequisite(s): MGT 201 or permission of instructor.

MGT 491 Intern Management/Org Behavior 3 Credits

Provides the student with the opportunity to supplement and apply their management and leadership classroom work in a supervised employment setting with participating companies. Requirements include a journal with a log of daily activities and a paper summarizing their experiences submitted to the internship supervisor. Students will receive a letter grade based upon their internship performance, as well as their performance on the journal and final paper submissions.

Prerequisite(s): major in management and leadership or human resource management and MGT 363, or senior status; Requires a 2.75 GPA overall and 3.0 GPA in the major and permission of the instructor.