

MANAGEMENT AND LEADERSHIP/HUMAN RESOURCE MANAGEMENT DOUBLE MAJOR

Program Overview

Rider's management and leadership major gives students the knowledge and skills they need to compete in a rapidly changing global marketplace. 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 will need to be successful.

Human Resource Management (HRM) professionals are vital to organizations. With private and public-sector organizations becoming more concerned with issues such as legal compliance, corporate culture and ensuring employee work behaviors are aligned with strategic objectives, the demand for well-trained HRM professionals is constantly growing. They establish and implement policies that affect such organizational functions as recruitment, selection, training and development, performance management, compensation and benefits.

Management and Leadership

The management and leadership major opens the possibility of becoming a manager and leader in any industry or field. Businesses want their new employees to handle themselves as subordinates, supervisors and team members. Our management and leadership major provides hands-on training in these people skills. The major also provides students with a comprehensive understanding of management theories, so that students don't have to learn what works and what doesn't by trial-and-error on the job.

Human Resource Management

Human resource management professionals establish and implement policies that influence recruitment, selection, training and development of new employees. They also work in areas of development, performance management, compensation, and benefits. HRM professionals may be involved with human resource planning, job design, and developing and implementing strategy.

The department majors are valuable for students who want to pursue graduate studies in HRM, management, law and psychology. The majors may be taken alone, together or in combination with another major offered by the Norm Brodsky College of Business.

Degree Offered

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

Contact

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Program Website: [www.rider.edu/mgtlead \(http://www.rider.edu/academics/colleges-schools/college-business-administration/undergraduate-majors-programs-0/management/\)](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 Administration (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/health-administration-minor/>)
- Human Resource Management (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/human-resource-management/>)
- Management and Leadership (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/management-leadership/>)

Management and Leadership/Human Resource Management Double Major Program Requirements

(33 credits)

Note: An average grade of 'C' or better is required in the 33 semester credit hours that are required for the management and leadership and human resource management double major. Majors are encouraged to take either MGT 491 OR HRM 492 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		
HRM 315	Employee Selection & Training	3
HRM 316	Employee Compensation Systems	3
MGT 310	Intro to Human Resource Mgmt	3
MGT 355	Team Management ¹	3
MGT 363	Management Skills ¹	3
MGT 375	International Management	3
MGT 450	Advanced Leadership	3
Select four of the following courses, with at least one being an HRM course: 12		
ENT 348	Small Business Management	
ENT 448	Small Business Consulting Sem	
HRM 312	Intro to Labor Relations	
HRM 333	Employee Engagement	
HRM 441	Sel. Topics: Human Res Mgt ²	
	or MGT 421 Sel Topics:Mgt & Organtztn Behv	

HRM 490	Independent Research and Study ³
MGT 320	Managing Workforce Diversity
MGT 346	Negotiation
MGT 410	Ethical Management
MGT 490	Independent Research and Study ³ or HRM 490 Independent Research and Study
Free Electives	
Total Credits	33

¹ Human Resource Management majors have the option of completing MGT 355 Team Management or MGT 363 Management Skills for their major requirements 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 credits of free electives for graduation.

² Either MGT 421 or HRM 441 can be taken, not both.

³ Either MGT 490 or HRM 490 can be taken, not both.

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.

ENT 448 Small Business Consulting Sem 3 Credits

This course utilizes student teams to assist existing small businesses in solving problems or researching opportunities. Students will spend the majority of time in the field utilizing an experiential learning approach. Weekly activity logs, proposal development, and project completion are required. Restricted to seniors.

Prerequisite(s): ENT 348 and permission of instructor.

HRM 312 Intro to Labor Relations 3 Credits

This course deals with the relationship of labor unions and management, the fundamentals of collective bargaining, and labor legislation. The structure and growth of unions as well as the relationships and problems that exist among private and public sector organizations, the labor force, and government are surveyed.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 315 Employee Selection & Training 3 Credits

This course explains the processes involved in selecting and training employees. With regards to selection, specific examples include, evaluating applicant credentials, administering pre-employment tests and complying with equal employment opportunity legislation. With regards to training, topics include assessing the need for training, designing effective training programs, utilizing methods such as technology to deliver training, and evaluating the effectiveness of training programs.

Prerequisite(s): MGT 310.

HRM 316 Employee Compensation Systems 3 Credits

The goal of this course is to familiarize you with the common methods of compensation used by today's organizations and how these methods could be used to increase motivation, job satisfaction, and performance in the workplace. To accomplish this, we will first discuss the bases of motivation in the workplace. Next, we will then talk about the various compensation options and techniques and the strengths and weaknesses of each in maximizing motivation and performance in an organization.

Prerequisite(s): MGT 310.

HRM 333 Employee Engagement 3 Credits

Employee Engagement is commonly described as a focused passion and enthusiasm that employees bring to their work that produces high-quality performance and positive organizational outcomes such as enhanced firm reputation, customer loyalty, and profitability. In this course, students will explore the concept and value of Employee Engagement, and strategies for energizing an organization's workforce. Projects and activities will focus on the role of the Human Resource function in measuring employee attitudes, designing relevant interventions, and influencing a culture of engagement.

Prerequisite(s): MGT 310.

HRM 441 Sel. Topics: Human Res Mgt 3 Credits

Deals with one area of study in the field of human resource management such as protective labor legislation, mediation and arbitration, the administration of labor unions, or case problems in human resource management. The topic varies each semester and is announced at the time of registration.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 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 HRM major elective.

Prerequisite(s): MGT 310 or permission of instructor.

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 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 450 Advanced Leadership 3 Credits

Leadership is the ability to influence a group of people towards a goal. In this course, students will increase their own leadership capacities so that they can become effective leaders of organizations and teams. They will integrate what they have learned from their experience and other coursework with diverse reading and writing assignments and team projects as they explore complex leadership issues related to vision, communication, motivation, ethics, team dynamics, power, and change management.

Prerequisite(s): MGT 201; Leadership elective (LDP 200, LDP 220, LDP 398, MGT 355, MGT 363).

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.