

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 companies of their own, the management and leadership major provides the knowledge and skills they will need to be successful.

A 12 credit Certificate in Management and Leadership is offered to complement any major area of study. The ability to motivate and inspire others toward a common goal is a highly desirable skill that is relevant to almost any work context. The certificate will also provide students with an advantage in their job search as employers highly value students with superior leadership skills. Students will gain an understanding of important leadership skills, which are valued in all work settings across all industries.

Curriculum Overview

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

Degree Offered

- B.S.B.A. in Management & Leadership
- Certificate in Management & Leadership

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Program Website: Management & Leadership B.S.B.A (<https://www.rider.edu/academics/colleges-schools/norm-brodsky-college-business/undergraduate/management-and-leadership/>)

Associated Department: Department of Management (<https://www.rider.edu/academics/colleges-schools/norm-brodsky-college-business/departments/management/>)

Related Programs

- 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/>)

Requirements for the Major

(18 credits)

Code	Title	Credits
Business Core		
See Business Core Requirements (http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/core-requirements/)		
MGT 355	Team Management ¹	3
MGT 363	Management Skills ¹	3
MGT 450	Advanced Leadership	3
Select three of the following:		9
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

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Management and Leadership students who choose to apply either MGT 355 or MGT 363 toward the Leadership Elective must complete an additional 3 credits of free electives for graduation.

Note: 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 Internship as a free elective.

Management and Leadership Certificate

(12 credits)

All Management Certificate participants must successfully complete and achieve grades of C- or better in each of these management courses:

Code	Title	Credits
Required Courses:		
MGT 201	Fund Management & Org Behavior	3
MGT 320	Managing Workforce Diversity	3
MGT 355	Team Management	3
MGT 363	Management Skills	3
Total Credits		12

4 Year Academic Plan of Study

The following educational plan is provided as a sample only. Rider students who do not declare a major during their freshman year; who are in a Continuing Education Program; who change their major; or those who transfer to Rider may follow a different plan to ensure a timely

graduation. Each student, with guidance from his or her academic advisor, will develop a personalized educational plan.

Course	Title	Credits
Year 1		
Fall Semester		
CBA 110	Business in Action ¹	3
CIS 185	Information Systems Essentials ¹	3
CMP 120	Seminar in Writing and Rhetoric	3
MSD 105	Quantitative Methods for Business ²	3
Natural Science Elective		3
Semester Credit Hours		15
Spring Semester		
CMP 125	Seminar in Writing and Research	3
ECO 200	Principles of Macroeconomics	3
MKT 200	Marketing Principles	3
MSD 205	Business Statistics	3
Humanities Elective		3
Semester Credit Hours		15
Year 2		
Fall Semester		
ACC 210	Introduction to Accounting	3
BDA 201	Introduction to Business Analytics	3
COM 290	Professional/Strategic Speech	3
ECO 201	Principles of Microeconomics	3
MGT 201	Fund Management & Org Behavior	3
Semester Credit Hours		15
Spring Semester		
ACC 220	Managerial Uses of Accounting	3
CBA 212	Business Communications	3
CBA 236	Career Planning	3
FIN 220	Introduction to Finance	3
Management & Leadership Elective		3
Semester Credit Hours		15
Year 3		
Fall Semester		
BUS 300	The Legal and Ethical Environment of Business	3
CIS 385	Management Information Systems	3
MGT 355 or MGT 363	Team Management or Management Skills	3
Free Elective		3
Social Science Elective		3
Semester Credit Hours		15
Spring Semester		
MSD 301	Operations Management	3
MGT 355 or MGT 363	Team Management or Management Skills	3
MGT 375	International Management ³	3
Free Elective		3
Liberal Arts Elective		3
Semester Credit Hours		15

Year 4

Fall Semester

Mgmt & Leadership Elective	3
Free Elective (International Business) ³	3
Free Elective	3
Free Elective	3
Free Elective	3

Semester Credit Hours 15

Spring Semester

BUS 400	Strategic Management and Policy	3
MGT 450	Advanced Leadership	3
Free Elective		3
Free Elective		3
Free Elective		3

Semester Credit Hours 15

Total Credit Hours for Graduation 120

Note: The Leadership Elective requirement is not listed above because MGT 355 (Team Management) and MGT 363 (Management Skills), which are required for the Management & Leadership major, both satisfy the Leadership Elective requirement. An additional 3-credit free elective has been added in the plan above.

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CIS 185 Information Systems Essentials and CBA 110 Business in Action can be taken in the Fall or Spring of Year 1.

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Students may be required to take MSD 104 Intro to Quantitative Methods based on placement. MSD 104 counts as a 3-credit Free Elective.

³

Students are required to complete 6 credits of International Business Electives which can be fulfilled as major courses or as free electives.

3 Year Academic Plan of Study

The following educational plan is provided as a sample only. Rider students who do not declare a major during their freshman year; who are in a Continuing Education Program; who change their major; or those who transfer to Rider may follow a different plan to ensure a timely graduation. Each student, with guidance from his or her academic advisor, will develop a personalized educational plan.

Course	Title	Credits
Year 1		
Fall Semester		
CBA 110	Business in Action	3
CIS 185	Information Systems Essentials	3
CMP 120	Seminar in Writing and Rhetoric	3
ECO 200	Principles of Macroeconomics	3
MSD 105	Quantitative Methods for Business	3
Semester Credit Hours		15
JTerm		
Social Science Elective		3
Semester Credit Hours		3
Spring Semester		
CMP 125	Seminar in Writing and Research	3

ECO 201	Principles of Microeconomics	3
MKT 200	Marketing Principles	3
MSD 205	Business Statistics	3
Natural Science Elective		3
Semester Credit Hours		15
Summer Semester		
ACC 210	Introduction to Accounting	3
Humanities Elective		3
Semester Credit Hours		6
Year 2		
Fall Semester		
BDA 201	Introduction to Business Analytics	3
CBA 236	Career Planning	3
COM 290	Professional/Strategic Speech	3
FIN 220	Introduction to Finance	3
MGT 201	Fund Management & Org Behavior	3
Free Elective		3
Semester Credit Hours		18
JTerm		
Free Elective		3
Semester Credit Hours		3
Spring Semester		
ACC 220	Managerial Uses of Accounting	3
CBA 212	Business Communications	3
MGT 355	Team Management ²	3
or	or Management Skills	
MGT 363		
Mgmt & Leadership Elective		3
Free Elective		3
Liberal Arts Elective		3
Semester Credit Hours		18
Summer Semester		
MSD 301	Operations Management	3
Free Elective		3
Semester Credit Hours		6
Year 3		
Fall Semester		
BUS 300	The Legal and Ethical Environment of Business	3
CIS 385	Management Information Systems	3
or GSC 385	or Management Information Systems for Global Supply Chain Management	
MGT 355	Team Management ²	3
or	or Management Skills	
MGT 363		
MGT 375	International Management ¹	3
Free Elective		3
Free Elective		3
Semester Credit Hours		18
JTerm		
Free Elective		3
Semester Credit Hours		3
Spring Semester		
BUS 400	Strategic Management and Policy	3

MGT 450	Advanced Leadership	3
Management & Leadership Elective		3
Free Elective (International Business) ¹		3
Free Elective		3
Semester Credit Hours		15
Total Credit Hours for Graduation		120

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Students are required to complete 6 credits of International Business Electives which can be fulfilled as major courses (MGT 375 International Management) or as free elective courses.

2

The Leadership Elective requirement is not listed because MGT 355 Team Management and MGT 363 Management Skills (required for the Management major) both satisfy the Leadership Elective requirement. An additional 3-credit free elective has been added.

Additional Notes:

- This accelerated plan assumes no AP or other credits were transferred into Rider University.
- Business Honors students will have a different sequence.
- Students are strongly suggested to complete a credit-bearing experiential course (e.g., internship, co-op, study tour, study abroad, ENT 448, ECO 450.)

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 329 Research Methods in Organizational Psychology 4 Credits

This course covers general area of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

MGT 329L Research Methods: Org Psy Lab 0 Credits

This course covers general area of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

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 399 Co-Op in Management and Leadership 6 Credits

This co-op program provides management students with an opportunity to work full-time in a company and apply what they have learned in their Management and Leadership classes. It also enhances students' employment opportunities since many employers use a co-op program as a first step before they hire full-time employees. Students are evaluated periodically by senior staff members of the participating firms and are required to complete a work journal and reflection paper. Supervising faculty will meet with the student regularly to discuss their progress and accomplishments in the co-op. Co-op credits can be applied toward business or free elective requirements.

Prerequisites: Junior status with a minimum overall GPA of 3.0, and a minimum GPA of 3.0 in the major.

MGT 410 Ethical Management 3 Credits

Managers today face a broad range of ethically challenging situations. This course will help students to confront and analyze ethical dilemmas effectively in the workplace. Cases, simulations, hands-on content will engage students with the material, and will generate robust class discussion.

Prerequisite(s): Completion of MGT 201 and Leadership Requirement course.

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.

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.