Department of Management

College of Business and Economics
Business Building, Room 313
http://mg.boisestate.edu
Telephone 208 426-1313
Fax 208 426-1857
Chair and Professor: John Bigelow. Professors: Baughn, Bixby, Buchanan, Kaukis, Wanek. Associate Professors: Glen, Gough. Assistant Professor: Bodie, McIntosh, Sugheir. Special Lecturers: Park, Suciu.

Degrees Offered

• B.B.A., B.A., B.S. in General Business Management
• B.B.A., B.A., B.S., and Minor in Management, Entrepreneurial Option
• B.B.A., B.A., B.S., and Minor in Management, Human Resource Management Option

Department Statement

The department of management offers two majors: general business management and management.

The general business management major provides a broad-based curriculum, and is designed for students who do not wish to specialize in any single area of business. Emphasis is placed on the development of logical thinking and solving problems that occur in the business community.

A major in general business management is appropriate for those students who wish to enter management-trainee programs offered by business corporations, ranging from the fast-food industry to public utilities to financial institutions.

The management major emphasizes two important management areas:
• Entrepreneurial Management
• Human Resource Management

The entrepreneurial management option is appropriate for students who may wish to start their business someday, work in a family-owned business and/or work for smaller businesses.

The human resource management option provides a solid foundation for those interested in the human resource management process of a business and the administration and operation of a company’s programs as they apply to employees.

Degree Requirements

<table>
<thead>
<tr>
<th>Management, Entrepreneurial Option OR Management, Human Resource Management Option Bachelor of Business Administration</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Course Number and Title</strong></td>
</tr>
<tr>
<td><strong>Area III — see page 44 for list of approved courses</strong></td>
</tr>
<tr>
<td>Area III core course - (MATH 143 or MATH 147)</td>
</tr>
<tr>
<td>Area III core course - (MATH 160 or MATH 170)</td>
</tr>
<tr>
<td>Area III core course in a lab science</td>
</tr>
<tr>
<td>Total Electives</td>
</tr>
<tr>
<td>Total 128</td>
</tr>
</tbody>
</table>

**Nonbusiness courses:** Must include courses in at least two of the following disciplines: **Arts and Humanities** (art, foreign language, humanities, literature, music, philosophy, theatre arts); **Social Sciences** (anthropology, communication, criminal justice, education, geography, history, political science, psychology, social work, sociology); **Natural Sciences and Mathematics** (biological sciences, physical sciences, mathematics). No more than 3 credits may be fitness activity courses. 299 telecourses are excluded. The total of Area III and nonbusiness electives must be at least 31 credits.

**Entrepreneurial Option**

- INTBUS 320 (recommended), ECON 317, FINAN 430, MGMT 315, MKTG 334, MKTG 430, or a university-sponsored semester abroad (requires department approval).
- FINAN 304 Spreadsheets and Databases
- FINAN 410 Working Capital Management
- GENBUS 302 Commercial Law
- MGMT-ENT 320 Entrepreneurial Skills
- MGMT-ENT 418 Managing an Emerging Business
- MGMT-ENT 419 New Venture Creation
- MKTG 420 Marketing Management
- **Electives to total 128 credits**
- Total 128

**Human Resource Management Option**

- INTBUS 320 (recommended), ECON 317, FINAN 430, MGMT 315, MKTG 334, MKTG 430, or a university-sponsored semester abroad (requires department approval).
- MGMT-HR 330 Human Resource Law
- MGMT-HR 340 Employee and Labor Relations
- MGMT-HR 406 Compensation and Benefits
- One of the following:
  - COMM 307 Interviewing
  - COMM 390/SCM 390 Conflict Management
  - MGMT-HR 408 Employee Staffing and Training
- **Electives to total 128 credits**
- Total 128

**NOTES:** *Please refer to the B.B.A., B.A., or B.S. requirements in Chapter II for explanation. In addition to INTBUS 320, INTBUS 443 is recommended. Students must complete ITM 104 and ITM 105 or pass the computer placement exam as a prerequisite or BUSSTAT 207 and SCM 345.

Boise State University 2007-2008 Undergraduate Catalog 173
Students pursuing a business degree may earn an Entrepreneurship Minor by satisfying the requirements listed below in addition to their major requirements. Nonbusiness students wishing to earn a minor in entrepreneurship also must complete the lower-division business core to obtain an entrepreneurship minor.

**Management, Entrepreneurship Minor**

<table>
<thead>
<tr>
<th>Course Number and Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT-ENT 320 Leadership Skills</td>
<td>3</td>
</tr>
<tr>
<td>MGMT-ENT 418 Managing an Emerging Business</td>
<td>3</td>
</tr>
<tr>
<td>MGMT-ENT 419 New Venture Creation</td>
<td>3</td>
</tr>
<tr>
<td>2 courses chosen from:</td>
<td></td>
</tr>
<tr>
<td>ECON 321 Regional Economics</td>
<td></td>
</tr>
<tr>
<td>FINAN 410 Working Capital Management</td>
<td></td>
</tr>
<tr>
<td>INTBUS 433 Importing and Exporting Procedures</td>
<td></td>
</tr>
<tr>
<td>ITM 497 Special Topics: Creative Problem Solving</td>
<td></td>
</tr>
<tr>
<td>MGMT 493 Internship</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>18</strong></td>
</tr>
</tbody>
</table>

Students pursuing a business degree may earn a Human Resource Management Minor by satisfying the requirements listed below in addition to their major requirements. Nonbusiness students wishing to earn a minor in human resource management also must complete the lower-division business core to obtain an human resource management minor.

**Management, Human Resource Management Minor**

<table>
<thead>
<tr>
<th>Course Number and Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT 301 Leadership Skills</td>
<td>3</td>
</tr>
<tr>
<td>MGMT-HR 305 Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>MGMT-HR 330 Human Resource Law</td>
<td>3</td>
</tr>
<tr>
<td>MGMT-HR 340 Employee and Labor Relations</td>
<td>3</td>
</tr>
<tr>
<td>MGMT-HR 406 Compensation and Benefits</td>
<td>3</td>
</tr>
<tr>
<td>One course chosen from:</td>
<td></td>
</tr>
<tr>
<td>COMM 307 Interviewing</td>
<td></td>
</tr>
<tr>
<td>GENBUS 390/SOC 390 Conflict Management</td>
<td></td>
</tr>
<tr>
<td>GENBUS 441 Business, Government, and Society</td>
<td></td>
</tr>
<tr>
<td>MGMT-HR 408 Employee Staffing and Training</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>18</strong></td>
</tr>
</tbody>
</table>

**Course Offerings**

See page 65 for a definition of the course-numbering system.

Upper-division courses in the department of management (those with a course number 300 or higher) provide higher-level instruction to students who have the skills necessary to perform at this level. In addition to fulfilling the specific prerequisites listed and meeting the general university requirements for junior standing, every student admitted to a course is expected to: communicate clearly and correctly so that assignments such as term papers and presentations can be completed effectively; to organize and solve problems using the techniques of intermediate level high school algebra, to use a microcomputer for simple word processing and spreadsheet applications.

**GENBUS — GENERAL BUSINESS**

**Lower Division**

GENBUS 101 INTRODUCTION TO BUSINESS (3-0-3) (F/S). Acquaints students with business organizations and current issues in business and society. Presents the strengths and limitations of the business enterprise as a dominant social institution, the global context in which businesses compete today, the need for social responsibility and ethics in conducting business transactions, the nature of business and government interaction, and contemporary business issues such as cultural diversity, innovations, quality, and human relations. CLASS LEVEL EXCLUDED: Juniors and seniors with declared business majors.

GENBUS 202 THE LEGAL ENVIRONMENT OF BUSINESS (3-0-3). Emphasis will be on both the external and internal legal environment of a business organization. Topics will include the nature and function of the legal process, administrative regulations, the interaction of business with the judicial, legislative, and executive branches of government, and the legal responsibilities of business. Freshmen excluded.
GENBUS 302 COMMERCIAL LAW (3-0-3). This course provides an in-depth study of the legal principles relating to commercial transactions. Special emphasis will be placed on the following areas of law: agency, contracts, sales, commercial paper, secured transactions, and bankruptcy. PREREQ: GENBUS 202.

GENBUS 304 LAW FOR ACCOUNTANTS I (3-0-3)(F). Covers introduction to law, contracts, sales and commercial paper and secured transactions. First of two courses required for accountancy majors.

GENBUS 305 LAW FOR ACCOUNTANTS II (3-0-3)(S). Covers suretyship, bankruptcy and property law, agency, partnerships and corporations, estates and trusts, government regulation and the role of the CPA in law. Second of two courses required for accountancy majors. PREREQ: GENBUS 304.

GENBUS 360 BUSINESS ETHICS AND SOCIAL RESPONSIBILITY (3-0-3)(F). An exploration of business conduct and social responsibility in the light of existing ethical, moral, and social values. Designed to enable students to form individual positions on ethical conduct and social responsibility.


GENBUS 450 BUSINESS POLICIES (3-0-3). To develop analytical, problem-solving, and decision-making skills in situations dealing with complex organizations, with the ultimate objective of formulating policies and strategies, both domestic and worldwide. To build upon and integrate the knowledge and methods acquired to examine all functional areas of the organization. PREREQ: Senior standing, plus FINAN 303, MGMT 301, MKTG 301, SCM 345.

MGMT — MANAGEMENT

Upper Division

MGMT 301 LEADERSHIP SKILLS (3-0-3)(F/S). Application of behavioral science principles and skills to the practice of leadership in a variety of contexts. Topics include team building, motivation, problem solving, negotiation, and self-management. PREREQ: BUSCOM 201 or ENGL 202.

MGMT 334 INTERNATIONAL MANAGEMENT (3-0-3)(S). The course addresses issues of managing multinational corporations, both American firms overseas and non-American firms in the U.S. Specifically, the course provides insights into structure, human resource management practices, managing motivation, communication, staffing and related issues. PREREQ: MGMT 301.

MGMT 401 ORGANIZATIONAL BEHAVIOR (3-0-3). Emphasis on action skills useful for managers. Topics include managing of self, communicating, motivating, innovating, managing a group, use of formal and social power, persuading, and dealing with uncertainty. PREREQ: MGMT 301.

MGMT 405 MANAGEMENT OF CONTINUOUS LEARNING (3-0-3)(F/S). This course examines how managers can facilitate organizational, team, and individual learning. It reviews the organizational and managerial innovations needed to support quality management and customer satisfaction. It will draw upon a variety of disciplines, including: learning theory, Japanese management, sociotechnical systems theory, and social psychology of group problem-solving. Special emphasis will be placed on skills in developing effective teams. PREREQ: MGMT 301.


MGMT 415 THE ART OF BARGAINING IN BUSINESS (3-0-3)(Offered on demand). A conceptual and practical survey of the theory and practice of bargaining and its central role in managing business. Bargaining strategies and tactics are examined through use of readings, lecture, and simulated bargaining situations. PREREQ: MGMT 301 and Junior standing or PERM/INST.

MGMT 493 INTERNSHIP (number of credits varies). Internship credits are earned in supervised field work specifically related to a student's major. To enroll in 493, a student must have attained a cumulative grade-point average of 2.00 or higher. No more than 12 internship credits may be used to meet university graduation requirements. PREREQ: PERM/INST.

MGMT-ENT — MANAGEMENT - ENTREPRENEURIAL

Upper Division

MGMT-ENT 320 ENTREPRENEURIAL SKILLS (3-0-3)(F). Covers opportunity recognition, feasibility planning, family business considerations, cash flow planning, written and oral presentation of feasibility plans, and marketing, accounting, legal and human resource issues for start-up businesses. PREREQ: Junior status or PERM/INST.

MGMT-ENT 418 MANAGING AN EMERGING BUSINESS (3-0-3)(F). Study of problems encountered by newer business organizations. Covers planning to achieve growth, organizational and legal issues, financial statement analysis, cash flow analysis, financing tactics, and marketing and sales strategies. PREREQ: FINAN 303, MGMT 301, MGMT 320, MKTG 301.

MGMT-ENT 419 NEW VENTURE CREATION (3-0-3)(S). This capstone course for entrepreneurship students integrates material from earlier courses. Each student will develop a comprehensive business plan. PREREQ: ITM 310, FINAN 410, MGMT 418, and SCM 345.

MGMT-HR — MANAGEMENT - HUMAN RESOURCE

Upper Division

MGMT-HR 305 HUMAN RESOURCE MANAGEMENT (3-0-3)(F/S). Overview and application of the major human resource management functions: selection and placement, compensation and benefits, training and development, employee and labor relations, health, safety, and security, and management practices. Legal, motivational, and international issues are included. PREREQ: ENGL 102 and GENBUS 202.

MGMT-HR 330 HUMAN RESOURCE LAW (3-0-3)(F). The general principles of the law and the effective application of these principles. Such issues as organizing campaigns, unfair labor practices, picketing, work stoppages, and the mechanism of conflict resolution are discussed. PREREQ: ENGL 102 and GENBUS 202.

MGMT-HR 340 EMPLOYEE AND LABOR RELATIONS (3-0-3)(F/S). History, structure, policies, and operations of labor unions, the functioning of industrial relations activities within organizations, and important concepts and terminology in labor management relations. Contract administration is emphasized with a focus on the day-to-day relationships. International comparisons are made. PREREQ: ENGL 102 and GENBUS 202.

MGMT-HR 406 COMPENSATION AND BENEFITS (3-0-3)(F/S). Implementation, administration, maintenance, and control of a comprehensive compensation program. Job analysis, job evaluation, pricing of jobs, supplemental benefits, incentive plans, performance appraisal, variable pay, and international compensation issues are included. PREREQ: MGMT 305 or PERM/INST.

MGMT-HR 408 EMPLOYEE STAFFING AND TRAINING (3-0-3)(F/S). Current trends in selection and training, measurement of individual differences for decision making in hiring, promoting, training, and dismissal; evaluation of HRM processes and systems; formal and informal training program design; and evaluation of training effectiveness. PREREQ: MGMT 305.