

# Minnesota State University Moorhead

## MGMT 360: Principles of Management

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Analyzes functions of management and the forces that shape and define the manager's role. Students must have Junior standing.

### B. COURSE EFFECTIVE DATES: 06/01/1995 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Managerial Functions and Roles
2. The Evolution of Management Thinking
3. The Environment and Corporate Culture
4. Managing Ethics and Social Responsibility
5. Managerial Planning and Goal Setting
6. Managerial Decision Making
7. Designing Adaptive Organizations
8. Managing Change and Innovation
9. Managing Human Resources
10. Managing Diversity
11. Understanding Individual Behavior
12. Leadership
13. Motivating Employees
14. Managing Communication
15. Leading Teams

#### **D. LEARNING OUTCOMES (General)**

1. Demonstrate an understanding of the roles performed by managers in organizations and the skill set managers utilize in their jobs.
2. Describe key components of Bureaucratic organizations and contrast classical perspectives on management with more recent trends.
3. Define corporate culture and give organizational examples
4. Explain the utilitarian, individualism, moral-rights, justice, virtue ethics, and practical approaches for evaluating ethical behavior.
5. Explain the concept of organizational mission and understand how well-defined goals and plans are influenced by mission.
6. Identify the basic steps used in managerial decision making and discuss the difference between programmed and non-programmed decisions and the decision characteristics of certainty and uncertainty.
7. Discuss the fundamental characteristics of organizing vertically and the mechanisms for achieving coordination horizontally. Identify how structure can be used to achieve an organization's strategic goals.
8. Define organization development and explain the OD stages and implementation tactics including force-field analysis.
9. Describe human resource management tools for recruiting, training, and appraising employees.
10. Recognize the complex attitudes, opinions, and issues that employees bring to the workplace, including prejudice, discrimination, stereotypes, and ethnocentrism.
11. Define attitudes and explain their relationship to personality, perception, and behavior
12. Identify a variety of leadership models and understand their application in organizations
13. Identify and describe content theories of motivation, process theories of motivation and how job design influences motivation

#### **E. Minnesota Transfer Curriculum Goal Area(s) and Competencies**

None

#### **F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

#### **G. SPECIAL INFORMATION**

None noted