St. Thomas University School of Business

Master of Science in Management In General Management

Course Requirements

(36 credits)

MSM Core Courses

(18 credits)

MAN	503	Applied Research Methods	3
MAN	510	Management Ethics	3
MAN	700	Organizational Behavior	3
MAN	701	Organization Design and Theory	3
MAN	703	Human Resource Management	3
MAN	704	Policy, Planning, and Strategy Systems	3

General Management Specialization Courses

(18 credits)

BUS	705	Advanced Information Systems	3
MAN	560	Finance for Non-Financial Managers	3
MAN	711	Managerial Psychology	3
BUS	771	International Business Law	3

Take one of the following:

BUS	707	Marketing of Services	3
BUS	750	Marketing Management	3

Take one of the following:

MAN	710	Legal and Regulatory Aspects of Management	3
MAN	712	Labor-Management Relations	3

Course Descriptions

MSM IN GENERAL MANAGEMENT

MAN 704: Policy, Planning and Strategy Systems

Concepts, theories, and practices in public, private, and no-profit organizations of policy-making, strategy, planning, budgeting, and various implementing systems. The case study method integrated with a contingency approach to management. This course should be taken after most of the MSM core course have been completed, but before taking the comprehensive examination.

MAN 503: Applied Research Methods

This is an introductory course on research design emphasizing computer skills, analysis and presentation of information. It is intended to make the student an informed consumer of research.

Required: Must be taken in the first or second term of enrollment.

MAN 510: Management Ethics

The study of ethics and ethical behavior in public and private organizations is the fundamental purpose of this core course, which also explores broad areas of social responsibility to others in the enterprise, customers, the community and the preservation of the environment.

MAN 700: Organizational Behavior

This course provides a micro-perspective on organizations within the context of motivation, leadership, communication, interpersonal relations and group dynamics. Students will be encouraged to apply theatrical material to case studies and their own organizations

MAN 701: Organization Design and Theory

This course views the organization from a macro perspective including the domestic and global environment. Size and technology are also explored in determining the structure and process of design while providing students with "diagnostic" skills.

MAN 703: Human Resource Management

This survey course of human resource management examines human resource planning, equal employment opportunity, staffing, performance appraisal, compensation management, training and development, quality or work life, health and safety, and labor-management relations. The legal environment surrounding human resource management practices is explored.

BUS 705: Advanced Information Systems

Computer information systems approached from an operating manager's perspective-what the system's capabilities are, how they should be designed and managed, and how their benefits can be best assured for the organization.

BUS 707: Marketing Services

Marketing techniques as applied to service organizations, including the marketing of programs such as housing, education, health services, sports, government, and transportation.

BUS 750: Marketing Management

A comprehensive overview of market analysis for new and on-going precuts and service. Competition, innovation, and the integrated organization of marketing and sales. A computer marketing simulation is utilized.

MAN 560: Finance for Non-Financial Managers

This course emphasizes financial and accounting concepts and techniques needed by managers who do not have accounting backgrounds. It includes such topics as break-even analysis, fixed and variable costs, budgeting and taxes for managers, and capital investment analysis.

MAN 711: Managerial Psychology

The methods, subject matter and literature in the field of managerial psychology serve as a basis for considering the human problems facing management. Class discussions are devoted to subjects concerning causation ion behavior, perception, personality, learning theory, motivation and work, and systems. Prerequisite: MAN 700

MAN 710: Legal and Regulatory Aspects of Management

Today's managers face the complexities of legal and moral responsibilities created by administrative rules and procedures, which govern all phases of business. Study of actual case law involves the learning in making both ethical and legal decisions. Prerequisite: MAN 703

MAN 712: Labor-Management Relations

This course investigates the relationship between employees and employers. Systems of administration/management and the delivery of cost-effective goods are examined in the context of historical, legal and structural frameworks that regulate and influence the course of employee/employer relationship. An emphasis is place on negotiating and administering labor agreements effectively. Recommended MAN 703

BUS 771: International Business Law

Foreign corporate laws and how they affect foreign operations; legal aspects of distributorship agreements, enforcement of agreements to arbitrate, the role of banking in international markets; and changes in taxes, licensing regulations, and antitrust laws. Anti-boycott and anti-dumping regulations are also covered.