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The Management Major

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Overview

The Management program responds to the growing need of California industry, especially in the Central Valley. UC Merced's management education is interdisciplinary and consists of a blend of courses from the fields of economics, management theory and the social sciences. Real life management problems do not fit neatly into subject areas. Today's managers and economists tackle issues that involve a number of management functions - so solutions need to account for all the areas involved. The UC Merced approach is to step away from thinking of management and economics as a set of simple, separate disciplines. Instead, the students learn to integrate key ideas from across subject areas to understand all the dimensions of a given issue. Creativity, innovation and entrepreneurship are emphasized.

The Management major at UC Merced represents a unique hands-on approach to management development and economics, positioning courses at the leading edge of dynamic business performance. The practical and project-based approach is based on the principle that learning is more rewarding when put into practice. Expertise can be taught, yet skills development demands live employment in the real world of work. The major is based on the premise that organizations of different kinds – for-profit, non-profit, technological and governmental – require employees who are trained in analytical and quantitative decision-making, who work effectively in teams and on projects, who are comfortable in various cultures, are "well-rounded" in sciences and humanities, and who have learned the art of self-directed learning.

Using a multidisciplinary approach, the Management major prepares students for a broad range of management-related careers. The curriculum provides a strong foundation in economics, organization, business, finance, accounting and quantitative methods. UC Merced's Management program also emphasizes the historical and cultural dimensions of economics and management. It focuses on analysis and problem solving across a wide spectrum of management activities. The theoretical underpinning for the undergraduate program comes from Economics and Management Science disciplines that use tools and techniques based on applied mathematics and statistics to solve problems in virtually all areas of business and government. The typical undergraduate student will develop skills to build quantitative models of complex operations and be able to use those models to facilitate decision-making.

The Management degree provides students with the analytical tools to operate successfully in a modern, volatile business environment. The core management courses provide a rigorous foundation in economics, organizations, finance, accounting and psychology.

Students who graduate with a major in Management will be able to:

- Analyze information, solve problems and make decisions from a multidisciplinary perspective
- Apply theories and concepts from management and related fields (for example, economics, accounting, statistics and finance) to various management situations
- Use effective written and oral communication consistent with the management and professional environment
- Apply appropriate information technology to analyze problems, develop business research, report key data and recommend management strategies and actions
- Evaluate ethical, social, cultural and political issues as they relate to the organization, operations, human resources and business ventures.

Requirements for the Management Major, B.S.[1]

In addition to adhering to the UC Merced and School of Social Science , Humanities and Arts requirements, the Management major, B.S., will require the following:

A. Lower Division Major Requirements [24 units]:

1. Introduction to Economics (ECON 1)
2. Analysis of Economic Data (ECON 10)
3. Calculus of a Single Variable I (MATH 21)
4. Introduction to Finance (MGMT 25)
5. Introduction to Accounting (MGMT 26)
6. Introduction to Computer Applications (CSE 5)

B. Upper Division Major Requirements [32 units]:

1. Intermediate Microeconomic Theory (MGMT 100)
2. Intermediate Macroeconomic Theory (MGMT 101)
3. Econometrics (MGMT 130)
4. Corporate Finance (MGMT 165)
5. Marketing (MGMT 120)

6. One additional upper division course chosen from the following:[4 units]

- Organizational Strategy (MGMT 116)
- Industrial and Organizational Psychology (PSY 141)

7. Two additional MGMT Courses [8 units]

Course Descriptions

Lower Division Courses

MGMT 2: Case Study Seminar on Business and Management [1]
This seminar course surveys the field of business management. Invited speakers from local companies and public organizations will cover topics that include the business environment, human relations, technology in business, ethical behavior, global and economic forces, organization, quality, products and services, functional management and current issues and developments. Prerequisite: ECON 1.

MGMT 25: Introduction to Finance [4]
Particular attention is paid to how managers maximize shareholder wealth. This class covers the foundations of financial management, including the time value of money, capital budgeting and evaluation, capital structure and valuation of various capital sources.

MGMT 26: Introduction to Accounting [4]
A broad introduction and accounting. Students will be equipped to draw up and interpret accounts and will be introduced to some key ideas of auditing. The student will learn the fundamental accounting concepts and how to apply them; record accounting entries, prepare accounts for different business entities and understand the differences between them, the basic principles of auditing.

MGMT 90X: Freshman Seminar [1]
Examination of a topic in management.

MGMT 95: Lower Division Undergraduate Research [1 - 5]
Supervised research.
Permission of instructor required.

MGMT 97: Service Learning: Engineering Projects in Community Service [1 - 3]
Multi-disciplinary teams of freshman through senior students work with community organizations to design, build and implement engineering-based solutions for real-world problems. Students gain insight into the design and development process and Management students gain practical experience working in a team of engineers and managing a project. Students are encouraged to participate at both the lower division and upper-division (MGMT197) levels.
Permission of instructor required.

MGMT 98: Lower Division Directed Group Study [1 - 5]
Permission of instructor required. Pass/No Pass grading only.

MGMT 99: Lower Division Individual Study [1 - 5]
Permission of instructor required. Pass/No Pass grading only.

Upper Division Courses

MGMT 100: Intermediate Microeconomic Theory [4]
Price determination and resource distribution theory under conditions of perfect and imperfect competition. General equilibrium and welfare economics.
Prerequisite: ECON 1 and MATH 21 or /CP 1A.

MGMT 101: Intermediate Macroeconomic Theory [4]
Analysis of output, employment, interest rates and the price level. The effects of these on changes in monetary and fiscal variables.
Prerequisite: ECON 1 and MATH 21 or /CP 1A.

MGMT 115: Economics of Industrial Organization [4]
The organization and structure of industrial production in the United States economy.
Prerequisite: ECON 100 or MGMT 100.

MGMT 116: Organizational Strategy [4]
This course will discuss critical issues in the design and functioning of effective organizations. Topics covered include: the boundary of the firm, firm structure, arrangements within the firm, alliances and contracts between firms and trust and culture in the firm. This course will combine case studies with relevant economic theory to provide insight into the functioning of organizations. *Prerequisite: ECON 100 or MGMT 100. Normal Letter Grade only.*

MGMT 120: Marketing [4]
Marketing is about identifying consumer needs, developing products and services which meet the changing consumer needs or market conditions. This course provides an examination of principles of customer marketing as well as business-to-business marketing. It focuses those aspects of marketing which most frequently demand strategic attention in any business.
Prerequisite: Junior standing or consent of instructor.

MGMT 130: Econometrics [4]
Introduction of problems of observation, estimation and hypotheses testing in economics through the study of the theory and application of linear regression models, critical evaluation of selected examples of empirical research and exercises in applied economics.
Prerequisite: ECON 10 and MATH 21 or /CP 1A.

MGMT 135: Business Law [4]
Conceptual and functional analysis of legal principles relevant to the conduct and understanding of commercial business transactions. Topics include personal and real; government regulations; negotiable instruments; debtor/creditor relationships; and bankruptcy and reorganization. Salient legal aspects of international business are also discussed.
Prerequisite: MGMT 025 and MGMT 026; or consent of instructor.

MGMT 141: Industrial Relations and Human Resource Economics [4]
This course will examine how firms make decisions involving human resources. Topics covered include employee hiring and recruitment, compensation and use of incentives and employee motivation and teamwork. This course will build on both economic theory and practical examples to illuminate key concepts.
Prerequisite: ECON 100 or MGMT 100. Normal Letter Grade only.

MGMT 150: Services Science and Management [4]
Services – e.g., restaurants, hotels, lawyers, information technology operations, business consulting – account for more than 70% of the US economy. Through case studies of businesses and scientific studies of people in real service settings, this course focuses on how to align people and technology effectively to generate value.
Prerequisite: ECON 1. Normal Letter Grade only.

MGMT 151: Public Economics [4]
The influence of governmental revenue and expenditure decisions on economic performance. The course will examine such issues as public goods and externalities, as well as specific expenditure and taxation programs.
Prerequisite: ECON 100 or MGMT 100.

MGMT 152: Law and Economics [4]
The economic analysis of legal rules and institutions, including property, contract and tort law. The course will also consider issues surrounding crime and punishment.
Prerequisite: ECON 100 or MGMT 100.

MGMT 153: Judgment and Decision Making [4]
An introduction to the study of human judgment and decision making. Topics include decision making under uncertainty; financial choices, health decision making, group decisions, rational theories of choice behavior and improving decision making. The material will be related to cognitive science, psychology, economics and other social sciences.
Prerequisite: COGS 1 or PSY 1.

MGMT 154: Cognitive Science Applications for Management [4]
This course covers thought, behavior and interaction in modern businesses, where knowledge workers interact with one another and with technology. Topics include business decision making, risk behavior, attitudes toward risk; planning, communication, information management, information systems, human-computer interaction, neuroeconomics and organizational behavior.
Prerequisite: COGS 1.

MGMT 155: Decision Analysis in Management [4]
This course presents the tools of decision science using a quantitative approach, with a focus on investment, finance and management decisions. These tools include decision tree analysis, risk and uncertainty analysis, stochastic dominance, the value of information, probability bias and subjective probability.
Prerequisite: ECON 100 and ECON 010 or POLI 010.

MGMT 165: Intermediate Finance [4]
Expansion upon the ideas introduced in MGMT 25, by exploring advanced capital budgeting topics, (estimating future operating cash flows and analyzing real options); financing decisions (corporate structure and restructuring, long-term financing, securities), advanced working capital management, and multinational finance.
Prerequisite: MGMT 025.

MGMT 180: Entrepreneurship [4]
This course integrates the skills students have developed in prior MGMT courses, and provides a framework for the consideration of new business ventures. Topics covered include: market research, creation of a formal business plan, marketing strategy, financing, establishing channels of distribution and bringing products or services to market.
Prerequisite: MGMT 165, junior standing or consent of instructor.

MGMT 190: Internship in Management [1 - 4]
This course will provide oversight and structure for the student's internship in a field related to Management. While the student is responsible for finding her or his own internship for the semester or subsequent summer, the class will assist students with the process and will help them evaluate their experience. May be repeated upon approval of a new Internship proposal that demonstrates new tasks and objectives related to business and management and that continues to advance application of academic theory in the workplace.

MGMT 195: Upper Division Undergraduate Research [1 – 4]
Supervised research.
Permission of instructor required.

MGMT 196: Case Study Seminar in Management [4]
This seminar and capstone course presents case studies in the field of business management. Issues explored will be ethical behavior, global and economic forces, organization, quality, products and services, functional management and current issues and developments. Students will work in teams analyzing the cases presented.
Prerequisite: MGMT 25, MGMT 26, ECON 10 and ECON 130 or MGMT 130 and (ECON 100 or MGMT 100). Normal Letter Grade only.

MGMT 197: Service Learning [1-3]
Multi-disciplinary teams of freshman through senior students work with community organizations to design, build and implement engineering-based solutions for real-world problems. Students gain insight into the design and development process and Management students gain practical experience working in a team of engineers and managing a project. Students are encouraged to participate at both the lower division (MGMT97) and upper-division (MGMT197) levels.

MGMT 198: Upper Division Directed Group Study [1–5]
Permission of instructor required. Pass/No Pass grading only.

MGMT 199: Upper Division Individual Study [1–5]
Permission of instructor required. Pass/No Pass grading only.

Graduate courses

MGMT 290: Quantitative Labor Studies Seminar [3]
This course will consist of research presentations by visiting scholars in the area of quantitative labor studies.
Satisfactory/Unsatisfactory grading only.

MGMT 295: Graduate Research [1 - 12]
Supervised research.

MGMT 298: Directed Group Study [1 - 6]
Group project under faculty supervision.
Satisfactory/Unsatisfactory grading only.

MGMT 299: Directed Independent Study [1 - 6]
Independent project under faculty supervision.
Satisfactory/Unsatisfactory grading only.

1 All requirements are for informational purposes only. Please consult the current UC Merced catalog, or your advisor for official requirements.