

Management

The Business Department offers majors in accounting (BC), finance, healthcare administration (HS), marketing (BK), management (BN) human resource management, and business (Adult Accelerated) and minors in accounting, finance, economics (EC), human resources, and business administration (for non-business majors). While offering students the opportunity for specializing in a particular major, the program maintains a broad base that includes exposure to various phases of business and the use of information technology in a business setting.

Upon graduating, Business majors will have the ability to succeed, for example, in: preparing a comprehensive strategic plan; developing a global business perspective; and identifying and interpreting laws affecting labor in the workplace.

The **management major** prepares students to lead in a competitive and dynamic business environment. The focus is on developing in students the skills necessary for effective and efficient leadership and management of profit and not-for-profit organizations. The major provides flexibility for students to double major in other business fields including marketing and finance. Minors are also available in economics within the business department and others outside of business. These choices can lead to great career opportunities.

Management majors cultivate specific skills that enable them, for example, to: collaborate with others in analyzing real business cases and developing strategic business plans; correctly identify and employ cognitive motivational theories; and explain the basic management functions in organizations.

Management Major (Core business requirements plus 18 additional semester hours)

BA 203	Principles Of Law	3
BA 250	Technology & Communication In Business	3
BA 270	Business Statistics	3
BA 379	Financial Management	3
BA 435 or BA 436	Senior Sem - Business Applied Business Strategy	3
BC 265	Principles Of Accounting I	3
BC 266	Principles Of Accounting II	3
BN 204	Principles Of Management	3
BK 208	Principles Of Marketing	3
EC 251	Macroeconomics Principles	3
EC 252	Microeconomic Principles	3
Select one of the following:		3
MA 130	Finite Mathematics	
MA 132	Basic Mathematical Modeling	
MA 139	Pre-Calculus	
MA 142	Mathematics Modeling	
MA 160	Business Calculus	
MA 164	Calculus I	
Total Hours		36

BN 304	Human Resource Management	3
BN 380	Organizational Behavior	3
BN 384	Strategic Management	3
Select three of the following (two of which must be either BA, BN, BC, or EC):		9
BA 300	Entrepreneurship	
BA 304	Principles of Law II	
BA 305	Employment Law and Labor Relations	
BA 310	Dispute Resolution	
BA 344	Investments ¹	
BA 350	Risk Management	
BN 340	Management Information Systems	
BN 350	International Management	
BN 360	Business & Society	
BN 364	Production & Operations Management	
BN 377	Project Management	
BN 392	Advanced Topics in Human Resource Management	
BN 424	Management Internship ²	
EC 366	Money and Banking ¹	
EC 376	International Economics ¹	
BC 315	Cost Accounting	
PO 326	Politics and Public Policy	
PS 349	Industrial/Organizational Psychology	
SO 320	Sociology of Work	
Total Hours		18

¹ Can NOT double count for the human resource management and finance majors or minors.

² Can NOT double count with the marketing major.

Students CAN NOT double major between the business major (Adult Accelerated) and the management major.

Academic Requirements for the Management Major

All management majors must achieve a minimum grade of C- in all management courses required for the major (BN 204 Principles Of Management, BN 304 Human Resource Management, BN 384 Strategic Management and BN 380 Organizational Behavior) and the three required electives. This applies to equivalent courses transferred from other institutions.

Characterized by its emphasis on ethical and socially responsible leadership, the Master of Business Administration program at Mount Mercy University challenges students to think globally and strategically while using a multidisciplinary approach to solve business problems.

The block format allows students to complete the program in less than two years, while maintaining full-time employment. Classes are offered on weeknights and Saturdays. In several classes, students work together, to create solutions to real business problems of non-profit organizations in the community as clients and gain an interdisciplinary approach to leadership development in the tradition of Mercy values.

Courses are offered in both 5 and 10 week blocks. Five week classes meet twice a week or all day Saturday and 10 week classes meet once a week or half days on Saturday.

Upon graduating, MBA students should be able to interpret data and employ quantitative methods to evaluate organizations in economic terms, differentiate between effective and dysfunctional team behaviors, and make strategic decisions based on a systematic approach.

Prerequisite Courses

Students must complete the following prerequisite courses with a grade of C or above (C- does not count) prior to enrolling in MBA courses (the MBA Program Director may make exceptions to this on a case by case basis). The following prerequisites are offered both in the traditional and accelerated format at Mount Mercy: Course List

BK 208	Principles Of Marketing	3
BN 204	Principles Of Management	3
EC 252	Microeconomics	3
BC 265	Principles Of Accounting I	3
BC 266	Principles Of Accounting II	3
MA 130	Finite Mathematics	3
BA 270 (https://nextcatalog.mtmercy.edu/courseleaf/js/fckeditor/editor/fckeditor.html?InstanceName=attr_text&Toolbar=PageWizard)	Business Statistics	3
Total Hours		21

Core Requirements Course List

EC 580	Managerial Economics	3
BA 500	Legal Environment Of Management	3
BK 500	Managerial Marketing	3
BA 505	Statistics For Managerial Decision-Making	3
BN 510	Operations Management	3
BN 500	Organizational Effectiveness	4
BC 500	Corporate Financial Reporting	3
BC 600	Managerial Finance	3
BA 515	Business Ethics	3
BA 510	Global Business Environment	3
BN 600	Strategic Human Resource Management	3
BN 650	Business Capstone	3
Total Hours		37

Electives

Select three of the following: 9

BA 610	Entrepreneurial Endeavors
BA 640	International Business Strategy & Culture (this course can be substituted for the Business Capstone course)
BN 610	Quantitative Modeling For Decision Makng
BN 620	Principles of Project Management
BN 625	Sustainability & Growth

BN 640	Systems Theory & Organizational Design Methodology
BN 630	Methods of Quality Management
BN 601	Workplace Learning&Development
BN 602	Employment Law
EC 590	Labor Economics

Total Hours 9

Additional electives may be added to the schedule – check the current calendar to see all elective offerings.