

MANAGEMENT MAJOR

Overview

The Management major focuses on making organizations more effective, learning by doing through applied real-world projects, and developing critical thinking and lifelong learning skills. We focus on the people and ethical leadership side of business, and prepare our students for careers in many industries.

Students in the Management Major can choose between two concentrations: 1) Human Resources and People Management, or 2) Leadership and Sustainability. Students can also complete a dual concentration.

The Human Resources and People Management (HRPM) Concentration prepares students for careers in the human resources (HR) management field by not only teaching students the functional knowledge, but by developing the skills necessary for implementation of strategic and legally defensible HR practices in contemporary business organizations. Human resources management involves the attraction, retention, development, and deployment of an organization's most important asset: its human capital. There has never been a more exciting time to join this growing field as organizations increasingly differentiate themselves through their people. Students in the HRPM concentration are well prepared to take HR roles as generalists, employee relations specialists, compensation specialists, human capital analysts, trainers, recruiting specialists, and other specialist and generalist roles in the human resources field. In addition, some of our alumni have chosen to follow a more general management track after graduation. Our curriculum is formally aligned with the guidelines published by the Society for Human Resource Management (SHRM), the world's largest Human Resources professional organization.

The Leadership & Sustainability (LEO) Concentration develops thoughtful, ethically-grounded, and broad-minded leaders who enable businesses to serve the common good. The major includes several components, including leadership, social responsibility, ethics, justice, stakeholder management, and systems thinking; these aspects all focus on helping students learn how business and organizations can be forces for good in society. The LEO major helps students learn leadership for the greater good, which involves an awareness of and striving for success as defined by the triple bottom line of people, planet, and profit. This triple bottom line encompasses the need for developing shared value that generates sustainable profit, provides for human well-being, and consciously stewards natural resources.

Learning Goals and Outcomes

Goal 1. Communication in Management

Outcome 1.1: Students will demonstrate the ability to communicate effectively in writing.

Goal 2. Critical Thinking

Outcome 2.1: Students will demonstrate the ability to problem solve and apply critical thinking to Leadership, Sustainability and/or people management issues.

Goal 3. Jesuit Tradition/Ethics/Social Justice

Outcome 3.1: All Management Students will demonstrate appreciation/knowledge of the role of ethics and social justice.

Goal 4. Diversity

Outcome 4.1: All Management Students will demonstrate appreciation/knowledge of the importance of diversity & inclusion and respect of differences

Requirements

Cornerstone Core Curriculum Requirements

Consist of 14 core and 2 overlay requirements. See below for additional detailed information on each of these requirements.

Code	Title	Hours
First Year Course Requirements		
ENG 101	Craft of Language	3
World History Course Area		
HIS 101 or HIS 102 or HIS 103	Globalization in World History Movements in World History Empires in World History	3
Philosophy Requirements		
Either Level One or Level Two (but not both) -- must be Ethics designated. If approved, philosophy courses may count for a student's Writing Intensive overlay. Students may not double-count the same course as Philosophy Level Two and as a Mission Overlay course.		
	Philosophy Level One	3
	Philosophy Level Two	3
Theology & Religious Studies Requirements		
If approved, Theology & Religious Studies courses may count for a student's Writing Intensive overlay. Students may not double-count the same course as CCC Theology and as a Mission Overlay course.		
	Theology	3
	Religious Studies	3
Diversity & INT 151 Requirements		
A student's Diversity course may not count for any other CCC course area requirement or as their Mission Overlay course. If approved, Diversity courses may count for a student's Writing Intensive Overlay requirement. INT 151 may not count for any other CCC requirements. This course must be taken in the first two years		
	Diversity	3
INT 151	Inequality in American Society	1
Math & Natural Science Requirements		
If approved, Math & Natural Science Requirements may count toward overlay requirements.		
	Mathematics	3-4
	Natural Science	4
Social Science Requirement		
If approved, such Social Science Requirement may count toward a student's overlay requirements.		
Non-Native Language Requirement		3-4
A single Non-Native Language course may not count as an overlay course but a second language course fulfills a student's Mission Overlay requirement.		

Literature Requirement	3
If approved, Literature courses may count toward a student's overlay requirements.	
Fine and Performing Arts, Creativity, and Design Requirement	3
If approved, Fine and Performing Arts, Creativity, and Design courses may count toward a student's overlay requirements.	
Overlay Requirements	
Writing-Intensive	3
If approved, Writing-Intensive courses may double count as major courses, minor courses, electives, or as any CCC course area requirement except for the first-year courses (World History and Rhetoric and Composition).	
Mission-Overlay	3
Mission Overlay courses may double count as major courses, minor courses, elective courses, or any of the following CCC course areas: Fine and Performing Arts, Creativity, and Design, Literature, Mathematics, Natural Science, or Social Science.	
Total Hours	47-49

Business Foundation

Code	Title	Hours
ACC 101	Concepts of Financial Acct	3
ACC 102	Managerial Accounting	3
DSS 100	Excel Competency	1
DSS 200	AI in Business	3
DSS 210	Business Statistics	3
DSS 220	Business Analytics	3
ECN 102	Intro to Macroeconomics	3
FIN 200	Intro to Finance ¹	3
or FIN 225	Fund of Quantitative Finance	
MGT 110	Essent'ls of Organizational Beh	3
or MGT 120	Essentials of Management	
MGT 360	Legal Environment of Business	3
MKT 201	Principles of Marketing	3
BUS 495	Business Strategy	3
Total Hours		34

¹ ECN 101 is a prerequisite for FIN 200 and may count towards the Cornerstone Core Curriculum Social Science requirement.

Major Requirements

In addition to completing 12 credits required Core Management coursework, students will also select a Concentration Option (p. 2) ranging in 9-18 credits. Refer to the Concentration Options tab (p. 2) for more information.

Code	Title	Hours
Core requirements		
MGT 210	Business Stakeholders & Ethics	3
MGT 211	Perspectives on Leadership	3
MGT 220	Intro Human Resource Managemen	3
MGT 221	Diversity in the Workplace	3

Select an additional 3-6 courses depending on concentration choice 9-18

Total Hours **21-30**

Free Electives

To be awarded a bachelor's degree at Saint Joseph's University, students must complete at least 120 total credits. As such, elective credits may be required in addition to Cornerstone Core Curriculum (CCC) and major requirements. Any credits necessary to reach at least 120 total credits outside of the CCC and major requirements are considered free electives. Under the CCC, there are no fixed number of electives required. A student's total number of electives will vary based on major requirements, transfer credits, as well as math and language placement.

Concentration Options Leadership and Sustainability Concentration

Code	Title	Hours
MGT 212	Organizational Sustainability	3
MGT 415	Applied Ldrshp & Sustain Capst	3
Choose three credits from the following		3
MGT 222	Influence,Negotiation&Conflict	
IBU 210	Intro International Business	
MGT 230	Intro:Entrepreneur/New Venture	
MGT 322	Decision Making w/ Analytics	
MGT 310	Breaking News in Bus. Ethics	
MGT 330	Social Enterprise & Soc Change	
MGT 362	Topics in Business Law	
MGT 370	Special Topics I	
MGT 470	Special Topics II	
MGT 490	Internship I	
MGT 491	Internship II	
FIN 310	Sustainable Finance	
MKT 313	Ethics in Marketing	
HAD 201	Intro to Healthcare Admin	
Total Hours		9

HR & People Concentration

Code	Title	Hours
MGT 322	Decision Making w/ Analytics	3
MGT 425	Managing HR: Resrch/Appl	3
Choose 3 credits from the following options		3
ECN 330	Economics of Labor	
IBU 210	Intro International Business	
MGT 212	Organizational Sustainability	
MGT 222	Influence,Negotiation&Conflict	
MGT 230	Intro:Entrepreneur/New Venture	
MGT 321	International Talent Mgt	
MGT 362	Topics in Business Law	
MGT 363	International Business Law	
MGT 370	Special Topics I	
MGT 398	Neurodiversity at Work Interns	
MGT 470	Special Topics II	

MGT 490	Internship I	
MGT 491	Internship II	
Total Hours		9

Leadership & Sustainability/HR Dual Concentration

Code	Title	Hours
MGT 212	Organizational Sustainability	3
MGT 322	Decision Making w/ Analytics	3
MGT 415	Applied Ldrshp & Sustain Capst	3
MGT 425	Managing HR: Resrch/Appl	3
Choose 6 credits from the following options		6
IBU 210	Intro International Business	
MGT 222	Influence, Negotiation & Conflict	
MGT 230	Intro: Entrepreneur/New Venture	
MGT 310	Breaking News in Bus. Ethics	
MGT 321	International Talent Mgt	
MGT 330	Social Enterprise & Soc Change	
MGT 362	Topics in Business Law	
MGT 370	Special Topics I	
MGT 398	Neurodiversity at Work Interns	
MGT 470	Special Topics II	
MGT 490	Internship I	
MGT 491	Internship II	
ECN 330	Economics of Labor	
FIN 310	Sustainable Finance	
MKT 313	Ethics in Marketing	
HAD 201	Intro to Healthcare Admin	
Total Hours		18

Typical Course Sequence

Course	Title	Hours
First Year		
Fall		
ACC 101	Concepts of Financial Acct	3
DSS 100	Excel Competency	1
MGT 110 or MGT 120	Essent'ls of Organizational Beh or Essentials of Management	3
Non-Native Language or Math		3-4
ECN 101 or ECN 102	Intro to Microeconomics or Intro to Macroeconomics	3
HIS 101 or HIS 102 or HIS 103	Globalization in World History or Movements in World History or Empires in World History	3
Hours		16-17
Spring		
ACC 102	Managerial Accounting	3
CCC: Theology (any course with the THE subject or this attribute)		3
ENG 101	Craft of Language	3
Math or Non-Native Language		3-4
ECN 102 or ECN 101	Intro to Macroeconomics or Intro to Microeconomics	3
INT 151	Inequality in American Society	1
Hours		16-17

Sophomore		
Fall		
MGT 210	Business Stakeholders & Ethics	3
MGT 211	Perspectives on Leadership	3
DSS 200	AI in Business	3
MKT 201	Principles of Marketing	3
Philosophy Level 1		3
Hours		15
Spring		
MGT 220	Intro Human Resource Managemen	3
DSS 210	Business Statistics	3
FIN 200	Intro to Finance	3
MGT 360	Legal Environment of Business	3
Philosophy Level 2		3
Hours		15
Junior		
Fall		
DSS 220	Business Analytics	3
Major Concentration Course #1		3
Religious Studies		3
Free Elective or Dual Concentration Course		6
Hours		15
Spring		
Major Concentration Course #2		3
Natural Science		4
Literature		3
Free Elective or Dual Concentration Course		6
Hours		16
Senior		
Fall		
BUS 495	Business Strategy	3
Major Concentration Course #3		3
Fine & Performing Arts, Design & Creativity		3
Free Elective or Dual Concentration Course		6
Hours		15
Spring		
Management Capstone Course		3
Free Elective or Dual Concentration Course		9-12
Hours		12-15
Total Hours		120-125