

# MANAGEMENT, B.S. (CAPITAL)

**Begin Campus:** Any Penn State Campus

**End Campus:** Harrisburg

## Program Description

This major provides students with the knowledge and skills managers need in today's dynamic business environments. Core management courses provide a general overview of key management competencies including effective leadership, team building, managing and motivating human resources, facilitating organizational change and learning, and fostering and applying organizational knowledge for competitive advantage. Students complement this general management foundation with a human resource management, entrepreneurship, or individualized concentration.

### Human Resource Management Concentration

This concentration prepares students for a career in human resource management by developing skills and competencies in managing diversity and equal opportunity, ethical and fair treatment of employees, human resource planning and staffing, employee training and development, compensation and benefits, performance management, labor relations, and protecting employee safety and health. Students completing this concentration would be prepared to demonstrate their knowledge of the core principles of human resource practices and the application of those principles for potential certification as a Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR), or Global Professional in Human Resources (GPHR).

### Entrepreneurship Concentration

The Entrepreneurship concentration is designed to introduce undergraduate students to the process of new venture development. Topics covered in the concentration include business plan development, the nature of management in small business, and the role of creativity and innovation in the entrepreneurial process. Opportunities are provided for student participation in the development of an actual new business venture.

### Individualized Concentration

The Individualized concentration is designed to provide students with a customized specialization that enables them to develop their own concentration in a management field of their choice. It allows flexibility in developing student knowledge and competencies in accordance with their personal, professional, and career interests.

## What is Management?

Organizations need managers and leaders: people who can effectively lead organizations and manage the people in them, as well as develop and implement strategies that will lead to success. Management majors gain the knowledge and skills that will enable them to deal with the contemporary challenges facing organizations including leading and motivating people, working effectively in teams, developing effective organizational cultures, thinking ethically, inclusively, strategically, and sustainably, balancing the interests of multiple stakeholders in complex, legal, political, and ethical environments, and leading change.

## You Might Like This Program If...

- You have an aptitude for leadership or team-building.
- You have strong communication and motivation skills.
- You enjoy working with people.
- You want a career in business or human resources.

## Entrance to Major

Entry to the Management major requires the completion of 8 entry-to-major courses: ACCTG 211, ECON 102, ENGL 15 or ENGL 30H, FIN 301, MATH 110 or MATH 140, MGMT 301\*, MKTG 301, SCM 200 or STAT 200; and a 2.00 or higher cumulative grade-point average.

Additional information about this major is available in the office of the Director of Undergraduate Studies, School of Business Administration at Penn State Harrisburg.

\* *requires a grade of C or better*

## Degree Requirements

**For the Bachelor of Science degree in Management, a minimum of 120 credits is required:**

Requirement	Credits
General Education	45
Electives (non-business courses)	8
Requirements for the Major	79

**12 of the 45 credits for General Education are included in the Requirements for the Major. This includes: 3 credits of GWS courses; 3 credits of GS courses; 6 credits of GQ courses.**

Consistent with Senate policy, at least 24 credits of course work in the major and the capstone course must be completed at the Capital College to earn the degree.

### Requirements for the Major

To graduate, a student enrolled in the major must earn a grade of C or better in each course designated by the major as a C-required course, as specified by Senate Policy 82-44 (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#82-44>).

Code	Title	Credits
<b>Prescribed Courses</b>		
ACCTG 211	Financial and Managerial Accounting for Decision Making	4
BA 364Y	International Business and Society	3
ECON 102	Introductory Microeconomic Analysis and Policy	3
ECON 104	Introductory Macroeconomic Analysis and Policy	3
ENGL 202D	Effective Writing: Business Writing	3
FIN 301	Corporation Finance	3
MIS 204	Introduction to Management Information Systems	3
MIS 390	Information Systems Management and Applications	3
MKTG 301	Principles of Marketing	3
SCM 301	Supply Chain Management	3
<i>Prescribed Courses: Require a grade of C or better</i>		

BA 462	Business Strategy	3
MGMT 301	Basic Management Concepts	3
MGMT 341	Human Resource Management	3
MGMT 420	Negotiation and Conflict Management	3
MGMT 433	Leadership and Team Building	3

**Additional Courses**

BA 241	Legal Environment of Business	4
& BA 242	and Social and Ethical Environment of Business	
or BA 243	Social, Legal, and Ethical Environment of Business	
MATH 110	Techniques of Calculus I	4
or MATH 140	Calculus With Analytic Geometry I	
SCM 200	Introduction to Statistics for Business	4
or STAT 200	Elementary Statistics	

*Additional Courses: Require a grade of C or better*

Select 9 credits from one of the following three areas of concentration A, B, C: 9

**A. Human Resource Management Concentration**

MGMT 440	Compensation and Benefits
MGMT 441	Organizational Staffing and Development

Select 3 credits in MGMT at the 300-400 level from department list in consultation with academic adviser

**B. Entrepreneurship Concentration**

MGMT 431	Entrepreneurship and Small Business Management
MGMT 453	Creativity and Innovation

Select 3 credits in MGMT at the 300-400 level from department list in consultation with academic adviser

**C. Individualized Concentration**

Select 9 credits in MGMT at the 300-400 level from department list in consultation with academic adviser

**Supporting Courses and Related Areas**

Select 12 credits from 200-400 level business courses from: ACCTG, 12 BA, ECON, FIN, MIS, MGMT, MKTG, or SCM in consultation with an academic adviser and in support of the student's interests

**General Education**

Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements of a program. For additional information, see the General Education Requirements (<https://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program/>) section of the Bulletin and consult your academic adviser.

The keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

**Foundations (grade of C or better is required and Inter-Domain courses do not meet this requirement.)**

- **Quantification (GQ):** 6 credits
- **Writing and Speaking (GWS):** 9 credits

**Breadth in the Knowledge Domains (Inter-Domain courses do not meet this requirement.)**

- **Arts (GA):** 3 credits
- **Health and Wellness (GHW):** 3 credits
- **Humanities (GH):** 3 credits
- **Social and Behavioral Sciences (GS):** 3 credits
- **Natural Sciences (GN):** 3 credits

**Integrative Studies**

- **Inter-Domain Courses (Inter-Domain):** 6 credits

**Exploration**

- **GN**, may be completed with Inter-Domain courses: 3 credits
- **GA, GH, GN, GS, Inter-Domain courses.** This may include 3 credits of World Language course work beyond the 12th credit level or the requirements for the student's degree program, whichever is higher: 6 credits

**University Degree Requirements****First Year Engagement**

All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan.

Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience.

First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

**Cultures Requirement**

6 credits are required and may satisfy other requirements

- United States Cultures: 3 credits
- International Cultures: 3 credits

**Writing Across the Curriculum**

3 credits required from the college of graduation and likely prescribed as part of major requirements.

**Total Minimum Credits**

A minimum of 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 credits. Students should consult with their college or department adviser for information on specific credit requirements.

**Quality of Work**

Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

**Limitations on Source and Time for Credit Acquisition**

The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#83-80>)). For more information, check the Suggested Academic Plan for your intended program.

## Integrated B.S. in Management and M.B.A. in Business Administration

Requirements for the Integrated B.S. in Management and M.B.A. in Business Administration can be found in the Graduate Bulletin (<https://bulletins.psu.edu/graduate/programs/majors/business-administration-capital/#integratedundergradgradprogramtext>).

### Learning Outcomes

Student graduates of our baccalaureate degree programs should be:

1. Effective communicators.
  - a. Present verbally, thoughts and ideas in a way that can be clearly understood by a target audience.
  - b. Convey ideas in a clear, coherent manner in written communication.
2. Ethical and socially responsible.
  - a. Be competent in analyzing social and ethical decision making issues in organizations.
3. Critical thinkers.
  - a. Be able to think and identify multiple dimensions of company issues and performances and make an assessment of company performances in achieving financial and strategic objectives, tracking their achievements, and giving management of companies a more complete and balanced view of how the organization is performing.
4. Competent in the Management Discipline through knowledge of:
  - a. Leadership and Team Building.
    - i. Demonstrate skills and knowledge necessary to become effective leaders in organizations, including leadership styles, styles of influence, persuasion, and negotiation.
    - ii. Demonstrate skills and knowledge necessary to work effectively with others in team settings, including team building techniques, team performance management, and conflict management.
  - b. Human Resources Management.
    - i. Demonstrate skills and knowledge necessary to plan and implement human resources management functions including staffing, development, appraisal, and rewarding. Learning skills and knowledge of recruiting, training and developing human capital for organizations.
  - c. Negotiation and Conflict Management.
    - i. Recognize and describe the critical concepts in negotiation and conflict management.
    - ii. Develop the ability to negotiate effectively.

### Academic Advising

The objectives of the university's academic advising program are to help advisees identify and achieve their academic goals, to promote their intellectual discovery, and to encourage students to take advantage of both in-and out-of class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee's unit of enrollment will provide each advisee with a primary

academic adviser, the information needed to plan the chosen program of study, and referrals to other specialized resources.

READ SENATE POLICY 32-00: ADVISING POLICY (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy/>)

### Harrisburg

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### Suggested Academic Plan

The suggested academic plan(s) listed on this page are the plan(s) that are in effect during the 2023-24 academic year. To access previous years' suggested academic plans, please visit the archive (<https://bulletins.psu.edu/undergraduate/archive/>) to view the appropriate Undergraduate Bulletin edition (*Note: the archive only contains suggested academic plans beginning with the 2018-19 edition of the Undergraduate Bulletin*).

### Management, B.S. at Harrisburg Campus

The course series listed below provides **only one** of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an **Academic Requirements** or **What If** report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

First Year		
Fall	Credits Spring	Credits
ENGL 15, 15S, 30T, or ESL 15 <sup>†#</sup>	3 CAS 100A or 100S <sup>‡</sup>	3
MATH 110 or 140 <sup>#†</sup>	4 STAT 200 or SCM 200 <sup>#†</sup>	4
General Education Course	3 MGMT 301 <sup>*#</sup>	3
ECON 102 <sup>#†</sup>	3 General Education Course	3
General Education Course	1.5 General Education Course	3
<b>14.5</b>		<b>16</b>

Second Year		
Fall	Credits Spring	Credits
ACCTG 211 <sup>#</sup>	4 FIN 301 <sup>#</sup>	3
MKTG 301 <sup>#</sup>	3 MIS 204 or 250	3
General Education Course	3 ENGL 202D <sup>‡</sup>	3
General Education Course	3 General Education Course	3
General Education Course	3 General Education Course	3
<b>16</b>		<b>15</b>

Third Year		
Fall	Credits Spring	Credits
BA 241	2 MGMT 420 <sup>*</sup>	3
BA 242	2 MGMT 433 <sup>*</sup>	3
ECON 104	3 MIS 390	3

SCM 301	3 Human Resources Concentration or Entrepreneurship Concentration or Individualized Concentration*	3
MGMT 341*	3 Non-Business Elective	3
General Education Course	1.5	
	<b>14.5</b>	<b>15</b>
<b>Fourth Year</b>		
<b>Fall</b>	<b>Credits Spring</b>	<b>Credits</b>
BA 364Y	3 BA 462*	3
Human Resources Concentration or Entrepreneurship Concentration or Individualized Concentration*	3 300-400 level credits in MGMT*	3
200-400 level Business courses in consultation with adviser	6 200-400 level Business courses in consultation with adviser	6
Non-Business Elective	2 Non-Business Elective	3
	<b>14</b>	<b>15</b>
<b>Total Credits 120</b>		

\* Course requires a grade of C or better for the major

‡ Course requires a grade of C or better for General Education

# Course is an Entrance to Major requirement

† Course satisfies General Education and degree requirement

#### University Requirements and General Education Notes:

US and IL are abbreviations used to designate courses that satisfy Cultural Diversity Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

General Education includes Foundations (GWS and GQ), Knowledge Domains (GHW, GN, GA, GH, GS) and Integrative Studies (Inter-domain) requirements. N or Q (Honors) is the suffix at the end of a course number used to help identify an Inter-domain course, but the inter-domain attribute is used to fill audit requirements. Foundations courses (GWS and GQ) require a grade of 'C' or better.

#### Advising Notes

- Courses required for the major must be generally taken within 10 years of entrance to major.
- MGMT 495 - Internship satisfies a business support requirement. For more information, contact the Management Program Coordinator.
- Students must complete a 3-credit course in "United States Cultures (US)" and a 3-credit course in "International Cultures (IL)." B A 364 (US/IL) may be used to meet either the IL or US requirement, but may be used to fulfill only 3 of the 6 credit requirement.
- 30 credits of GA, GH, GHW, GN, and GS to include 6 Integrative Studies credits.
- 15 credits of GQ and GWS require a grade of "C" or better.

## Career Paths

The Human Resources Management concentration prepares students for a career in human resource management by developing skills and competencies including managing diversity and equal opportunity, ethical and fair treatment of employees, planning and staffing, training and development, compensation and benefits, performance management, and protecting employee safety and health. The Entrepreneurship concentration introduces undergraduate students to the process of new venture development. Topics include business plan development, the nature of management in small business, and the role of creativity and innovation in the entrepreneurial process. Opportunities are provided for student participation in the development of an actual new business venture.

MORE INFORMATION ABOUT POTENTIAL CAREER OPTIONS FOR GRADUATES OF THE MANAGEMENT PROGRAM (<https://harrisburg.psu.edu/business-administration/management-bs/>)

## Opportunities for Graduate Studies

The School of Business Administration offers a limited number of academically superior Bachelor of Science in Management candidates the opportunity to enroll in an integrated, continuous program of study leading to both the Bachelor of Science in Management and the Master of Business Administration.

MORE INFORMATION ABOUT OPPORTUNITIES FOR GRADUATE STUDIES (<https://harrisburg.psu.edu/business-administration/management-bs-mba/>)

## Accreditation

The B.S. in Management offered by the School of Business Administration at Penn State Harrisburg, the Capital College, is accredited by AACSB International – The Association to Advance Collegiate Schools of Business. AACSB's mission is to foster engagement, accelerate innovation, and amplify impact in business education. Synonymous with the highest standards of excellence since 1916, AACSB provides quality assurance, business education intelligence, and professional development services to over 1,600 member organizations and more than 800 accredited business schools worldwide. AACSB International (AACSB) connects educators, students, and business to achieve a common goal: to create the next generation of great leaders.

MORE INFORMATION ABOUT AACSB INTERNATIONAL (<https://www.aacsb.edu/>)

## Contact Harrisburg

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