



# Management and Organizational Behavior

## at Benedictine University

### Why study Management and Organizational Behavior at Benedictine?

Management and organizational behavior has been described as the process of getting things done through people. To do this, managers must plan, organize, staff, lead, communicate and control. Management and Organizational Behavior majors at Benedictine University are prepared to conduct management functions and to conduct them well. When you become a Management and Organizational Behavior major at Benedictine, you will receive thorough exposure to business and economics principles and learn how they are applied to the business world and the national and international economy. You will also be prepared to continue graduate studies in management.

Benedictine University offers you:

- Opportunities to gain practical experience while earning a salary and collecting college credit through internships.
- A superb location in Chicago's western suburbs where you will be near high-tech industries, many with national headquarters nearby.
- Potential membership in the Investment Club or American Marketing Association, which organize field trips, guest speakers and social events around your business interests.
- An opportunity to study topics in related programs such as opinion research, computer science, advertising and organizational behavior that will help you develop additional marketable skills.
- Close contact with professional faculty made possible by our low student-to-faculty ratio.
- Broad-based education that will help you not only get your first professional job, but become an asset in earning future promotions.
- Easy accessibility to more than 100 computer terminals for your classroom and research needs.
- Study abroad opportunities at business schools in other countries.

### What careers are available with a degree in Management and Organizational Behavior?

Our program has been designed to provide you with the necessary theoretical background for careers in the following fields:

- Corporate Management
- Public and Nonprofit Management
- Entrepreneurship
- Retail Stores Management
- Hotel/Motel Management
- Human Resource Management
- Managing Global Human Resources
- Production Management
- International Business
- Training
- Union and Labor Negotiations

### How does the program work?

As a Management and Organizational Behavior major, you will acquire a broad base of knowledge represented by the University's core courses taken by all students that will prove valuable in your future career development and daily life as a citizen of your community. You will learn the fundamentals of the economic system, both as it functions within the corporation and at the national and international level. You will learn the principles of management accounting, marketing, managerial finance and statistics. You will develop your knowledge in computer science, college algebra and finite mathematics or business calculus, along with the knowledge in ethics and each of the related social sciences: sociology, political science and psychology. To complete your major, you will take six additional 300-level management courses in such areas as human resource management, organizational behavior, operations management, international business, small business management, business policy and management information systems.

### Internship M.B.A. 4+1 Program

Earn a graduate degree in approximately one year after earning your undergraduate degree with the Internship Master of Business Administration (M.B.A.) Program developed specifically for students who wish to earn an M.B.A. immediately following an undergraduate degree. The program provides a faculty advisor who guides students in locating internships. Acceptance into the program is determined individually for each student based on transcript grades. Course waivers or substitutions are not guaranteed. Typically, two years of work experience is required, with consideration of part-time employment given.

# Program Map

## Management and Organizational Behavior

The program map outlines Management and Organizational Behavior requirements for graduation. It does not specify all general education requirements for graduation.

Department Core ("C" or better required)	Course/Modes of Inquiry	Prerequisites	Year 1		Year 2		Year 3		Year 4	
			Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring
Accounting I	ACCT 111	MATH 105 or MATH 110	•							
Accounting II	ACCT 112	ACCT 111		•						
Macroeconomics	ECON 101	MATH 105, 108 or 110		•						
Microeconomics	ECON 102	MATH 105, 108 or 110			•					
Business Statistics I	MGT 150	MATH 105 or MATH 110			•					
Business Statistics II	MGT 251	MGT 150				•				
Managerial Finance	FINA 300	ACCT 112 and MATH 105 or MATH 110				•				
Management	MGT 300	Sophomore Standing					•			
Marketing	MKTG 300	Sophomore Standing						•		
Strategic Management	MGT 380	Senior Standing FINA 300, MGT 300 and MKTG 300								•
Cognates (9 semester credit hours)										
Excel for Mere Mortals	BALT 240			•						
Business Calculus	MATH 115	MATH 105 or MATH 110			•					
Ethics	MGT 252 or approved Philosophical (QPI) course							•		
Specialization Courses ("C" or better required: 12 semester credit hours)										
Organizational Behavior	MGT 320	MGT 300						•		
Human Resource Management	MGT 330	MGT 300							•	
Operations Management	MGT 333	MGT 300						•		
Business Law I or Science Management: Legal Aspects	MGT 235 or BSCI 210								•	
Specialization Electives ("C" or better required: 9 semester credit hours)										
Visualization Techniques and Dashboarding	BALT 310									
Data and Text Mining	BALT 320	MGT 251 or BALT 301								
Web Intelligence and Analytics	BALT 340	BALT 330								
Business Process Management	BALT 350									
Social Network Analysis	BALT 360	BALT 301 or MGT 251/Offered Periodically								
Business Communications	MGT 237									
Entrepreneurship	MGT 301	MGT 300, ACCT 111 and Sophomore Standing								
International Management	MGT 302									
Management Labor Relations	MGT 303	MGT 300								
Introduction to Sports Culture in America	MGT 305									
Lean Six Sigma for Operational Excellence	MGT 315									
Training and Development	MGT 334	MGT 330								
Compensation and Performance Management	MGT 335	MGT 330								
Project Management	MGT 347	Junior or Senior Standing								
300-level INTB elective										

■ Suggested time frame to enroll in major requirements and finish within four years.

• Recommended term to enroll in course.

# Concentrations

What are concentrations? Concentrations are specific groupings of courses designed to develop a career focus within an undergraduate major. These bundles of courses allow students to focus their studies and actively prepare for a career in a specialized field. Certain courses in the concentration may fulfill major specialization requirements in several majors.

## Business Analytics

Twelve semester credit hours consisting of: BALT 320 Data and Text Mining, BALT 340 Web Intelligence and Analytics, BALT 310 Visualization Techniques and Dashboarding, and BALT 330 Database Structures and Queries.

## Digital Marketing

Twelve semester credit hours consisting of: MKTG 347 Social Media Marketing, MKTG 345 Web Analytics, MKTG 348 Content Development and Search Engine Optimization, and MKTG 349 Search Engine Marketing.

## Managing Human Resources

Twelve semester credit hours consisting of three required courses: MGT 330 Human Resource Management, MGT 334 Training and Development, and MGT 335 Compensation and Performance Management; and one of the following courses: MGT 235 Business Law I, MGT/PSYC 320 Organizational Behavior or MGT/INTB 302 International Management.

## Integrated Marketing Communications (IMC)

Thirteen semester credit hours consisting of: MKTG 330 Promotional Strategy, MKTG 333 Personal Selling and Sales Management, MKTG 334 E-Commerce and GAD 260 Graphic Design I or COMM 263 Advertising Copywriting.

## Operations Management

Twelve semester credit hours consisting of: MGT 333 Operations Management, BALT 350 Business Process Management and MGT 235 Business Law I. BALT 325 Lean Six Sigma for Operational Excellence or INTB 340 Global Logistics.

## Sports Management

Twelve semester credit hours consisting of two required courses: MGT 305 Introduction to Sports Culture in America and MKTG 305 Sports Marketing; and two of the following courses: MGT 235 Business Law, MGT 297 Internship or MGT 301 Entrepreneurship.

## Sports Marketing

Twelve semester credit hours consisting of two required courses: MKTG 305 Sports Marketing and MGT 305 Introduction to Sports Culture in America; and two of the following courses: MKTG 297 Internship, MKTG 330 Promotional Strategy or INTB 371 International Negotiations.

## Visualization Techniques

Twelve semester credit hours consisting of BALT 315 Advanced Data Visualization Techniques, BALT 318 Infographics for Business, BALT 370 Introduction to GIS for Business Analysis and GAD 260 Graphic Design I.