

Course Syllabus

BUS 185
{ SYLLABUS }

Course Number BUS 185

Course Title Principles of Management

Faculty Contact Information Click the **People** link at left for your faculty's information.

Course Materials

Course Textbook Notice: Beginning August 31, MSMU Online Fall 1 Session students will be responsible for purchasing course textbooks. You will be notified of the book you need to purchase, at the time of registration. You will be directed to purchase your book through our online bookstore, but you are also able to purchase your books through third party vendors if you so choose. Almost all of the books can be purchased in an E-book format, which is typically less expensive than purchasing a physical book. Please be aware, if you order a book and DO NOT activate the book code, you can get a refund up to 7 days after purchase, however, if you DO activate the book code, then NO refund can be given. Most E-books have a free trial period of between 24 hours and 7 days.

Griffin, R. **Fundamentals of Management**

ISBN-13: 978-1285849041

<http://www.cengagebrain.com/shop/isbn/9781133627494>

AND-

The Contrarian's Guide to Leadership by Steven B. Sample

ISBN-13: 978-0-7879-6707-9

Published by Jossey-Bass A Wiley Imprint

Available online as E book from Kindle.

[Click here for purchasing information](http://www.bukzz.com/p/the-contrarians-guide-to-leadership/B001JEPKPO) [.\(http://www.bukzz.com/p/the-contrarians-guide-to-leadership/B001JEPKPO\)](http://www.bukzz.com/p/the-contrarians-guide-to-leadership/B001JEPKPO)

[_ \(https://www.worldcat.org/search?qt=worldcat_org_dvv&q=Quiz+Show&fq=fm%3Advv#x0%253Avideo-%2C%2528x0%253Avideo%2Bx4%253Advd%2529%2C%2528x0%253Avideo%2Bx4%253Abluray%2529format\)](https://www.worldcat.org/search?qt=worldcat_org_dvv&q=Quiz+Show&fq=fm%3Advv#x0%253Avideo-%2C%2528x0%253Avideo%2Bx4%253Advd%2529%2C%2528x0%253Avideo%2Bx4%253Abluray%2529format)

Technology Requirements

Hardware

- PC running Windows XP Service Pack 2+, Vista, Windows 7 or 8
OR
Intel based Mac running OS X 10.6 or later;
- Monitor display resolution of at least 1280x720;
- Broadband connection with bandwidth of at least 768K/384K (downstream/upstream); and
- A microphone, web-cam (at least VGA (640x480) resolution), and speakers/headphones*.

* Hardware must meet the specified requirements of the web-cam.

Software

- **Google Chrome** browser version 26 or greater;
- Adobe Acrobat Reader version 10 or greater; and
- Javascript must be enabled in browser.
- Some functionality will require the following additional plugins:
 - Flash for media recording, streaming and viewing, as well as uploading files to a course or assignment
 - Java for screen sharing

- Microsoft Office recommended (Open tools OpenOffice or LibreOffice are valid substitutes)

Course Description

This course is an introduction to the management function. It will focus on the theory and fundamental concepts of management including planning, organization, leadership, and control. This class will review the evolution of management thought, function and practice and will stress current approaches and emerging concepts.

Course Outcomes

Students will be able to:

- Understand some of the major ideas that have shaped different management philosophies.
- Analyze the theory and fundamental concepts of management including planning, organization, leadership, and control.
- Develop proficiency in the skills and methods of management, especially critical reading and writing.

Course Prerequisite

Business 4

Assessment of Student Learning Outcomes

Student learning is at the core of the Mount Saint Mary's University mission. Mount Saint Mary's University faculty developed a plan to assess the student-learning outcomes that represent the knowledge, skills and attitudes expected of a college student in your major. In this class one or more student learning outcomes will be assessed. Some of our class assignments may be used to evaluate overall student learning and to improve teaching and learning in this class, this department, and throughout the University.

Course Requirements

- *Time Requirements.* This is a 3-credit-hour course and will require approximately 18 hours of focused effort every week over the 8-week course schedule to be completed successfully. Please schedule time for this course, along with other courses and individual responsibilities you may have accordingly.
- *Adaptive & Project-Based.* This course uses a combination of individualized, adaptive learning, and project-based learning strategies. As such, you will be expected to actively engage with the content of

the course individually and also to collaborate actively with your peers every week.

- *Mastery.* You are required to demonstrate mastery of the concepts and terms presented within the course. You will demonstrate mastery by completing a series of quizzes and assignments designed to help you improve your proficiency with the terminology, concepts and skills presented in the course content.
- *Participation & Engagement.* You are expected to fully engage with your classmates, your instructor and the content of the course. Full engagement requires that you log into the online system and communicate meaningfully with your classmates at least five days each week. Doing so will make your learning experience more effective, more enjoyable, and ultimately, more successful.
- *Discussions and Groups.* A discussion is not a discussion if you only post and reply a couple of times a week, several days apart. Your group can only communicate and function at its best if everyone is present and actively involved. You are expected to take personal responsibility for the success of your discussions and group work. Login, read and post to discussions and group projects at least three to four days per week, depending on the assignment expectations for the week. When the workload becomes more challenging, reach out to your classmates more often.
- *Writing expectations.* This is a rigorous, college-level course and you are expected to write at the college level in all of your assignments. Failure to proofread submissions for spelling and grammar will result in a significantly lower grade.

Grading Scale

Letter Grade	Criteria	Grade Percentage
A	Far exceeds the standard for all required work	95-100
A-	Far exceeds the standard for all required work	90-94
B+	Exceeds the standard for all required work	86-89
B	Exceeds the standard for all required work	84-85
B-	Exceeds the standard for all required	80-83

work

C+	Met the standard for all required work	76-79
C	Met the standard for all required work	74-75
C-	Met the standard for all required work	70-73
D+	Did not meet the standard for all required work	67-69
D	Did not meet the standard for all required work	64-66
D-	Did not meet the standard for all required work	60-63
F	Did not meet the standard all required work; must retake the course	< 60

Assignment grading expectations

All assignments are expected to be turned in by midnight of the due dates stated in the **Assignments List**. Your instructor will grade and give feedback to assignments within 24 hours of your submission, or the next business day. The exceptions to this timeline are for large group projects, which will be returned within 72 hours.

The bad news: A late term paper will not be accepted, except for excused absences on school business.

The good news: There will probably be several occasions for extra credit.

Schedule of topics and assessments

Click **Assignments** on the left to see a comprehensive list of points and due dates.

Week Weekly Schedule

Points

1	Week 1 Introduction to Management
----------	--

Read Chap. 1 of *Fundamentals of Management*.

Course Introduction

Read Ch. 2 of *Fundamentals of Management*.

Organization/Management

Read Ch. 3 of *Fundamentals of Management*.

Planning & Strategic Management

Read Ch. 4 of *Fundamentals of Management*.

Decision Making

Indra Nooyi Video

Jeff Bewkes Video

Discussion Questions Due

Week 2 Human Resources

Read Ch. 6 of *Fundamentals of Management*.

Structure and Design

Read Ch. 7 of *Fundamentals of Management*.

Change and Innovation

Read Ch. 8 of *Fundamentals of Management*.

Managing Human Resources

Read Ch. 9 of *Fundamentals of Management*.

Individual Behavior

Mindy Grossman Video

Discussion Questions Due

Week 3 Motivation and Leadership

Read Ch. 10 of *Fundamentals of Management*.
Motivation

Read Ch. 11 of *Fundamentals of Management*.
Leadership and Influence

Mickey Drexler Video

Discussion Questions Due

Essay #1 Due

40

Points

Week 4 Communications and Concepts

Read Ch. 12 of *Fundamentals of Management*.
Communication in Organization

Read Ch. 13 of *Fundamentals of Management*.
Work Groups

Discussion Questions Due

Week 5 Control and Quality

Read Ch. 14 of *Fundamentals of Management*.
Control

Read Ch. 15 of *Fundamentals of Management*.
Operations & Quality

Reed Hastings Video

Discussion Questions Due

Week 6 Contrarian Leadership: Part I

Read Sample Ch. 1 -6

Discussion Questions Due

Narrated Team PowerPoint Presentations Due	20 Points
---	----------------------

Week 7 Contrarian Leadership: Part II

Read Sample Ch. 7 – 11

Review

USC Video

Discussion Questions Due

Essay #2 Due	40 Points
---------------------	----------------------

Program and Course Policies

Discussion Forum Guidelines

This course will require significant online interaction with your classmates. Please remember the following guidelines as you post and reply to your classmates.

- Review the discussion threads thoroughly before entering the discussion. Be a reader, then a respondent.
- Try to maintain threads by using the “Reply” button rather than starting a new topic.
- Do not make insulting or inflammatory statements to other members of the discussion group. Be respectful of others ideas.
- Be polite. Choose your words carefully. Do not use derogatory statements.
- Be patient and read the comments of other group members thoroughly before entering your remarks.
- Be positive and constructive in group discussions.
- Respond in a thoughtful and timely manner.

Late or missing assignments

All assignments and exams listed in the syllabus must be submitted to earn a passing grade in the course. Assignments and assessments are due according to the course schedule and syllabus. All students are expected to plan their time and energies so that course work can be completed and submitted on time.

If an emergency, medical or personal obstacle prevents you from meeting assignment expectations, you must contact your instructor as early as possible. At your instructor’s discretion, assignments may be accepted after the due date, though late penalties may be assessed to your score. Except in extreme cases (as determined by your instructor), an assignment that is more than one week late will be accepted and will receive feedback, but will earn zero points towards your grade.

Due Dates and Times

Remember to check your time zone in the Canvas system. You can do this by clicking settings in the *top right corner*, then checking *Time Zone* in the *center* part of the page. All due date times are 11:59 pm Pacific Time. This means that if you are in a different time zone, the due date may appear to be later, since 11:59 pm PT on Wednesday is 12:59 am Mountain Time on Thursday, 1:59 Central Time on Thursday, and 2:59 Eastern Time on Thursday.

You may want to set your time zone in the Canvas system to Pacific Time. Then, you will always see the correct due date, and you do not need to worry about converting time zones.

Policy on Incompletes

An incomplete in a course can be granted only when a student has fulfilled the majority of the course requirements, has a passing grade in course work, is prevented from completing the assigned work for serious medical/personal reasons, and can, in the opinion of the instructor, complete the work within one eight-week session.

College Policies

Attendance and Engagement

Attendance and engagement are important for successful study, especially in an online class environment. Although you may not be required to appear in a classroom each week, you are expected to participate regularly in the online environment, to engage actively with the course content, with your classmates and with your instructor. In fact, early and regular participation in online classes is a significant predictor of student success.

Therefore, measures of student engagement and participation may be taken into account in determining academic grades. Students may be expected to explain to the instructor the reason for any absences from class activities and, in some cases, be asked to provide appropriate documentation. For more details, please see the Attendance policy in the *Student Handbook*.

Academic integrity

The academic environment is predicated on truth and integrity. Acts of dishonesty constitute a serious offense to the Mount Community. Please visit the complete academic integrity policy in the *Student Handbook*. Acts of academic dishonesty include, but are not limited to:

- Cheating
- Failing to hand in original work
- Plagiarism
- Falsification or misrepresentation
- Theft

Academic freedom

Students and faculty's freedom of speech is constitutionally protected, so they are free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion—and allow the same freedom for others. See the *Student Handbook* for further discussion.

Accessibility

Disability Statement: Mount Saint Mary's University, Los Angeles is committed to ensuring the full participation of all students in its programs. If you have a documented disability (chronic, medical, physical, learning, psychological, or temporary), or think you may have a disability and need a reasonable accommodation to participate in class, complete course requirements, or access the University's programs or services; contact Disability Services (DS) as soon as possible. To receive an accommodation, you must register with DS. DS works with students confidentially and does not disclose any disability-related information without student consent. DS coordinates and promotes disability accommodations and awareness and works in partnership with faculty and all other student service offices. For further information about services for students with disabilities, contact DS at the Chalon Academic Support Center, H207, (310) 954-4142. You can also email for more information at disability@msmu.edu (<mailto:disability@msmu.edu>).

. For more information regarding disability grievance procedures, go to: [Disability Grievance Procedures website](http://www.msmu.edu/disabilitygrievanceprocedures) (<http://www.msmu.edu/disabilitygrievanceprocedures>).

Zero Tolerance for Harassment, Discrimination and Retaliation

Mount Saint Mary's University does not discriminate in the administration of its admission policies, scholarship and loan programs, educational programs or in its employment opportunity. The University is committed to providing an environment that is free from harassment, discrimination and retaliation on the basis of sex, sexual orientation or preference, gender, gender identity, race, color, religion, national origin, creed, citizenship status, ancestry, age, marital status, pregnancy, childbirth or related medical conditions, medical conditions including genetic characteristics, mental or physical disability, veteran status, or any other

characteristic protected by federal, state or local law, ordinance or regulation. Please review the complete zero tolerance policy in the *Student Handbook*.

Credit Hour Clarification

A credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement that reasonably approximates not less than:

1. One hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately fifteen weeks for one semester, or the equivalent amount of work over a different amount of time; or
2. At least an equivalent amount of work as required in paragraph (1) for other academic activities, including independent or directed study, laboratory work, internships, practicum, studio work, and other academic work leading to the award of credit hours.

All other college policies are subsumed within this syllabus. For a full description of college policies and procedures, please reference the *Mount Saint Mary's University Online Student Handbook*.

Student Services

Mount Saint Mary's UniversityOnline offers a full suite of student services to all of our online students. All student services begin with your personal Success Coach. Contact your coach first, who will help you get the assistance you need from other college services. Some of the most commonly needed student services include the following:

- Technology Help desk
- Disability Services
- Library Services
- Counseling Services

Specific information about each of these services can be found in the *Student Handbook*.

Technical Requirements

Technical requirements are listed in the *Student Handbook*. Before you begin this class, please ensure that your computer is up to date with the proper browser, plugins, microphone and video camera so that you can participate fully with your classmates.

The Athenian Promise

A Commitment to Civility

Mount Saint Mary's University is committed to the advancement of learning and service to society. This is best accomplished in an atmosphere of mutual respect and civility, self-restraint, concern for others, and academic integrity. By choosing to join this community, I accept obligation to live by these common values and commit to the following principles.

As a Mount Saint Mary's University Student:

- ✔ I will embrace the concept of civil community which does not tolerate violence, theft, bigotry, or harassment of others in any form.
- ✔ I will commit myself to the pursuit of knowledge with personal integrity and academic honesty.
- ✔ I will respect the sanctity of the learning environment and avoid disruptive and deceitful behavior toward other members of the college community.
- ✔ I will support a culture of diversity by respecting the rights of those who differ from me.
- ✔ I will contribute to the development of a caring community where compassion for others and freedom of thought and expression are valued.
- ✔ I will honor, challenge and contribute to the scholarly heritage left by those who preceded me and work to leave this a better place for those who follow.

By endorsing these common principles, I pledge to contribute to a civil campus environment and resolve to encourage civil behavior in others. This is my promise to Mount Saint Mary's University and its community of scholars.

-Adapted with permission from the University of Pittsburgh's "Pitt Promise"

Disclaimer

The content of this syllabus may be altered to fit the specific needs of an individual student or group of students.

Deadlines

Course Summary:

Date

Details
