



# Management



## Career Overview

Organizations need leaders: people who can effectively manage and lead others, as well as develop and implement strategies that will yield success. For Management students, there are many diverse career opportunities. You will find Management alumni in positions across a wide variety of industries including in corporate leadership development programs; small business management; retail, sports, entertainment, or healthcare management; human capital management; and consulting.

## Major Overview

With a core that is strongly rooted in understanding organizations, ethics, and strategy, the Management major provides current curricular content and practical experience that employers seek. The Management major curriculum is designed to help you develop knowledge and skills critical for being an effective manager and leader including in teamwork and collaboration; leadership and influence; emotional and social intelligence; ethical, inclusive, strategic, and sustainable thinking; understanding the business environment; and culture. Courses in human capital management are approved by the Society for Human Resource Management (SHRM).

## Preparing to Enroll in the Major

Enrollment in the Management major is contingent upon several criteria, which include the timing and completion of a specified range of cumulative credits at Penn State. Students must earn a minimum of 40 cumulative credits but not exceed 59 cumulative credits. These credits include required business foundation and related courses. In addition, an overall competitive GPA in all courses is required.

## Management Major Requirements

A grade of C or higher is required in all MGMT courses.

### Prescribed MGMT Courses

Complete nine (9) credits from the following list:

**MGMT 326 (3):** Organizational Behavior and Design  
(Prerequisite: MGMT 301)

**MGMT 451W (3):** Business, Ethics, and Society  
(Prerequisite: BA 342)

**MGMT 481 (3):** Global Strategic Management  
(Prerequisite: MGMT 326)

### Elective MGMT Courses

Select nine (9) credits from the following list:

**MGMT 341 (3):** Human Resource Management

**MGMT 355 (3):** Leadership and Change in Organizations

**MGMT 420 (3):** Negotiation and Conflict Management

**MGMT 441 (3):** Organizational Staffing and Development

**MGMT 443 (3):** Performance Management

**MGMT 445 (3):** Managing a Diverse Workforce

**MGMT 480 (3):** Business Transformation Consulting

**BA 441 (3):** Strategies for Enterprise Sustainability

### Supporting Courses

Complete two courses from a wide range of Business Breadth course options, six (6) credits.



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## Management Highlights

### Consulting Training Program

A 10-week seminar series where students learn about the consulting industry and acquire fundamental skills related to consulting and case interviewing. While completion of this program is required for students who wish to apply to the Nittany Lion Consulting Group, anyone interested in consulting as a potential career path is welcome. ([nlcgpsu.org/students](http://nlcgpsu.org/students))

### Management Major Ambassadors

A small group of select students who serve as representatives for the Management major community.

### Net Impact

Inspires, educates, and equips students to use the power of business to create a more socially and environmentally sustainable world.

National website: [netimpact.org](http://netimpact.org)

Penn State Undergraduate Chapter website: [netimpact.org/chapters/pennsylvania-state-university-smeal-college-of-business-undergraduate](http://netimpact.org/chapters/pennsylvania-state-university-smeal-college-of-business-undergraduate)

### Nittany Lion Consulting Group

A student led, faculty supported, consulting firm in which students work with business clients to address real world business challenges. Participants in this experiential learning program gain professional experience, explore consulting as a career path, and develop expertise in collaborative problem solving—all while earning academic credit. Nittany Lion Consulting Group members also have their own student organization called the Penn State Consulting Organization (PSCO) in which they participate in case competitions, networking events, job search/interview preparation, industry workshops, and social events. ([nlcgpsu.org](http://nlcgpsu.org))

### Professional Management Association

Sponsors corporate speakers, workshops, and other activities to fully develop the professional skills of future business leaders. ([sites.psu.edu/pennstatepma](http://sites.psu.edu/pennstatepma))

## Smeal Opportunities

### Business Career Center

The Business Career Center provides resources for students to successfully prepare, network, and apply for internship and career opportunities. Appointments and walk-in services are available for resume review and mock interviews. Workshops and career planning courses are also offered. Contact the office at [SmealCareers@smear.psu.edu](mailto:SmealCareers@smear.psu.edu).

### G. Albert Shoemaker Program in Business Ethics

The Shoemaker Program brings together students, faculty, and members of the business community to consider current perspectives in business ethics. The Shoemaker Program also supports scholarly research in business ethics and brings speakers to campus.

### Smeal Centers

The Penn State Smeal Center for the Business of Sustainability (CBoS) and the Tarriff Center for Business Ethics and Social Responsibility also enhance the environment for Management students.

Visit these Centers directly to learn about opportunities for engagement: [smeal.psu.edu/sustainability](http://smeal.psu.edu/sustainability) and [smeal.psu.edu/tarriff-center](http://smeal.psu.edu/tarriff-center).

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