

MANAGEMENT (MGMT)

Department of Management, Gordon S. Lang School of Business and Economics

The major in Management provides a balanced foundation of management knowledge and strategic leadership skills that will enable graduates to one day work as professional managers and organizational leaders. The major focuses on broad, transferrable competencies within the academic discipline of management (i.e., planning and goal setting, strategy development and execution, managerial decision making, designing organizational structure, managing change and innovation, motivating individuals and teams, managerial communication, negotiation and conflict management), while simultaneously providing the flexibility to explore a wide range of courses in other business disciplines. This major is well suited to students with a strong interest in the core skills of management who wish to develop a broad understanding and expertise in business management.

Courses extend beyond the traditional lecture based format to include community based group projects, guest lecturers, in-class simulations and case-based learning to help link academic expertise and theory with industry practice. Experiential learning is an integral part of the major, and occurs through the integration of industry examples in the classroom, and a required management capstone course that takes a consulting perspective to address real-world and simulated organizational challenges.

Graduates of the Management major will leave the University of Guelph equipped with a range of knowledge and skills which prepare them to meet management needs of the future in such roles as management consultant, business analyst, talent management specialist or as future general managers.

A principal aim of the Co-op program in Management is to facilitate the transition of students from academic studies to a professional career by enhancing the integration of theory and practice.

Learning Outcomes

By the end of the Bachelor of Commerce program, graduates will be able to:

- Demonstrate the ability to think critically by identifying, evaluating and integrating relevant information from a variety of sources to solve complex business problems
- Demonstrate an ability to work effectively in teams, through the application of appropriate knowledge and skills such as responsible decision-making and personal accountability
- Identify and professionally respond to team issues and develop a new approach to enhance team performance
- Discuss and apply principles of corporate social responsibility to business issues and operations.
- Communicate effectively in a business context through written documents to a variety of audiences
- Communicate effectively in a business context through oral communication to a variety of audiences
- Demonstrate competency and understanding of core business knowledge and concepts.
- Demonstrate proficiency in the ability to integrate knowledge and understanding within specific majors through analysis and

recommendation of solutions to 'major specific' business problems and business decision-making.

Management major graduates will also be able to:

- Demonstrate proficiency in the identification, analysis and application of evidence-based management techniques and decision-making to solve management problems.

Major Requirements (Honours)

This is a major within the degree: Bachelor of Commerce.

Credit Summary

(20.00 Total Credits)

Code	Title	Credits
Required Core Courses		14.50
MGMT*1100	Business Career Preparation	0.00
Liberal Education Electives		1.50
Free Electives		4.00
Total Credits		20

Recommended Program Sequence

Code	Title	Credits
Semester 1		
ECON*1050	Introductory Microeconomics	0.50
MCS*1000	Introductory Marketing	0.50
MGMT*1000	Introduction to Business	1.00
0.50 electives		0.50
Semester 2		
ECON*1100	Introductory Macroeconomics	0.50
HROB*2090	Individuals and Groups in Organizations	0.50
MATH*1030	Business Mathematics	0.50
MGMT*1200	Principles of Management	0.50
0.50 electives		0.50
Semester 3		
ACCT*1220	Introductory Financial Accounting	0.50
HROB*2010	Foundations of Leadership	0.50
MGMT*2190	Justice, Equity, Diversity and Inclusion in the Workplace	0.50
STAT*2060	Statistics for Business Decisions	0.50
0.50 electives		0.50
Semester 4		
ACCT*2230	Management Accounting	0.50
FIN*2000	Introduction to Finance	0.50
HROB*2290	Human Resources Management	0.50
MCS*2020	Information Management	0.50
MGMT*1100	Business Career Preparation	0.00
0.50 electives		0.50
Semester 5		
MCS*3040	Business and Consumer Law	0.50
MGMT*3020	Principles of Responsible Organizations	0.50
MGMT*3140	Business Analytics	0.50
MGMT*3200	Negotiation and Conflict Management	0.50

0.50 electives		0.50
Semester 6		
FARE*3310	Operations Management	0.50
HROB*3100	Developing Management and Leadership Competencies	0.50
MCS*2000	Business Communication	0.50
MGMT*3300	Project Management	0.50
0.50 electives		0.50
Semester 7		
MGMT*4000	Strategic Management	0.50
MGMT*4100	Management Decision Making	0.50
1.50 electives		1.50
Semester 8		
MGMT*4040	Advanced Topics in Management	0.50
MGMT*4200	Management Capstone	0.50
1.50 electives		1.50

Co-op Requirements (Honours)

This is a major within the degree: Bachelor of Commerce.

The Co-op program in Management is a five-year program, including four work terms. Students must follow the academic work schedule as outlined below (also found on the Co-operative Education website: <https://www.recruitguelph.ca/cecs/>).

Academic and Co-op Work Term Schedule

Year	Fall	Winter	Summer
1	Academic Semester 1	Academic Semester 2	Off
2	Academic Semester 3 COOP*1100	Academic Semester 4	COOP*1000 Work Term I
3	Academic Semester 5	COOP*2000 Work Term II	Academic Semester 6
4	COOP*3000 Work Term III	COOP*4000 Work Term IV	Off
5	Academic Semester 7	Academic Semester 8	N/A

Please refer to the Co-operative Education program policy with respect to work term performance grading, work term report grading and program completion requirements.

For additional program information students should consult with their Co-op Co-ordinator and Co-op Faculty Advisor, listed on the Co-operative Education web site.

Credit Summary

(22.00 Total Credits)

Code	Title	Credits
Required Core Courses		14.00
Liberal Education Electives		1.50
Free Electives		4.50
Co-op Work Terms		2.00
Total Credits		22

Recommended Program Sequence

Code	Title	Credits
Semester 1 - Fall		
ECON*1050	Introductory Microeconomics	0.50
MCS*1000	Introductory Marketing	0.50
MGMT*1000	Introduction to Business	1.00
0.50 electives		0.50
Semester 2 - Winter		
ECON*1100	Introductory Macroeconomics	0.50
HROB*2090	Individuals and Groups in Organizations	0.50
MATH*1030	Business Mathematics	0.50
MGMT*1200	Principles of Management	0.50
0.50 electives		0.50
Summer Semester		
No academic semester or work term		
Semester 3 - Fall		
ACCT*1220	Introductory Financial Accounting	0.50
COOP*1100	Introduction to Co-operative Education	0.00
HROB*2010	Foundations of Leadership	0.50
MCS*2000	Business Communication	0.50
STAT*2060	Statistics for Business Decisions	0.50
0.50 electives		0.50
Semester 4 - Winter		
ACCT*2230	Management Accounting	0.50
FIN*2000	Introduction to Finance	0.50
HROB*2290	Human Resources Management	0.50
MCS*2020	Information Management	0.50
0.50 electives		0.50
Summer Semester		
COOP*1000	Co-op Work Term I	0.50
Semester 5 - Fall		
FARE*3310	Operations Management	0.50
HROB*3100	Developing Management and Leadership Competencies	0.50
MGMT*3200	Negotiation and Conflict Management	0.50
MGMT*3300	Project Management	0.50
0.50 electives		0.50
Winter Semester		
COOP*2000	Co-op Work Term II	0.50
Semester 6 - Summer		
MCS*3040	Business and Consumer Law	0.50
MGMT*2190	Justice, Equity, Diversity and Inclusion in the Workplace	0.50
MGMT*3020	Principles of Responsible Organizations	0.50
MGMT*3140	Business Analytics	0.50
0.50 electives		0.50
Fall Semester		
COOP*3000	Co-op Work Term III ²	0.50
Winter Semester		
COOP*4000	Co-op Work Term IV ³	0.50
Summer Semester		
No academic semester or work term		

Semester 7 - Fall

MGMT*4000	Strategic Management	0.50
MGMT*4100	Management Decision Making	0.50
1.50 electives		1.50

Semester 8 - Winter

MGMT*4040	Advanced Topics in Management	0.50
MGMT*4200	Management Capstone	0.50
1.50 electives		1.50

² Eight month work term in conjunction with COOP*4000 Co-op Work Term IV

³ Eight month work term in conjunction with COOP*3000 Co-op Work Term III