

MANAGEMENT, B.S. (CAPITAL)

Seven Penn State campuses are scheduled for closure after Spring 2027: DuBois, Fayette, New Kensington, Mont Alto, Shenango, Wilkes-Barre, and York. New students are not being admitted at these campuses.

Begin Campus: Any Penn State Campus

End Campus: Harrisburg

Learning Outcomes

Student Graduates of our Baccalaureate Degree Programs Should Be:

- **Goal 1:** Be Effective Communicators
 - **Objective 1.1:** Convey ideas in a clear, coherent manner in written communication
 - **Objective 1.2:** Present verbally thoughts and ideas in a way that can be clearly understood by a target audience
- **Goal 2:** Be Ethically and Socially Responsible
 - **Objective 2.1:** Be competent in analyzing social and ethical decision-making issues in organizations
- **Goal 3:** Be Critical Thinkers
 - **Objective 3.1:** Graduates should be able to identify company issues (noting timing, magnitude, strategic relevance of the issue from view of target stakeholder), perform and describe analysis with relevant facts/support, provide alternatives (examining the pros/cons of each potential solution), and recommend a solution for the identified issue
- **Goal 4:** Have Competence in their Discipline
 - **Objective 4.1:** Demonstrate knowledge of the history and current practices in their major and recognize, recommend, and implement best practices in their areas of specialization

D. Management Program: The management major provides a general overview of key management competencies including effective leadership, team building, organizational development, as well as understanding and effectively employing negotiation skills

Leadership and Team Building:

- **MGMT 1.1:** Demonstrate skills and knowledge necessary to become effective leaders in organizations, including leadership styles, styles of influence, persuasion, and negotiation
- **MGMT 1.2:** Demonstrate skills and knowledge necessary to work effectively with others in team settings, including team building techniques, team performance management, and conflict management

Organizational Development:

- **MGMT 2.1:** Recognize and describe the methodologies for systematically implementing organizational change
- **MGMT 2.2:** Demonstrate the skills and knowledge to increase the degree of integration and fit among structures, processes, strategies, people, and culture within an organization

Negotiation & Conflict Management:

- **MGMT 3.1:** Recognize and describe the critical concepts in negotiation and conflict management

- **MGMT 3.2:** Use the concepts in negotiation and conflict management to develop the ability to negotiate effectively