MANAGEMENT AND ORGANIZATIONAL LEADERSHIP

Graduate Program Head
Brian H. Cameron

Program Code
MOL

Campus(es)
University Park (M.Mgt.)

Degrees Conferred
Master of Management (M.Mgt.)

The Graduate Faculty
View (https://secure.gradsch.psu.edu/gpms/?searchType=fac&prog=MOL)

The Master of Management in Management and Organizational Leadership prepares graduates to stand out in a competitive job market by studying at a highly-reputed business school with some of the world’s leading academic thinkers and industry experts. This program provides students with the business, leadership, and organizational skills needed for effective change management, strategic management, and high-performance team development. Students will acquire the business skills needed to succeed in today’s dynamic work environments, gain a firm understanding of business issues and problems, and be prepared to become successful leaders. The program is taught by the same world-class professors who teach our M.B.A. students. A solid foundation in strategy, decision analysis, management, accounting, marketing, operations, and finance will make graduates more attractive to hiring managers and enable them to advance more rapidly into management and leadership positions. These learning outcomes are achieved by a combination of lectures by faculty, invited guest lecturers, reading of key literature, individual and team projects, and practical involvement in a leadership immersion capstone experience.

Admission Requirements
Applicants apply for admission to the program via the Graduate School application for admission (http://gradschool.psu.edu/prospective-students/how-to-apply/). Requirements listed here are in addition to Graduate Council policies listed under GCAC-300 Admissions Policies (http://gradschool.psu.edu/graduate-education-policies/).

Educational Background
The student cohort reflects today’s international business environment, with selective admittance. With this in mind, the following are the admission requirements:

- Undergraduate bachelor’s degree from a regionally accredited institution
- GMAT or GRE scores
- Submission of a completed Graduate School Application for Admission (http://www.gradschool.psu.edu/prospective-students/how-to-apply/), including:
  - Statement of Purpose: a 600 word essay articulating career and educational goals that demonstrate strong written communication skills
  - Résumé
  - Two letters of recommendation that attest to readiness for graduate study
- Official transcripts from all post-secondary institutions attended (http://www.gradschool.psu.edu/prospective-students/how-to-apply/new-applicants/requirements-for-graduate-admission/)
- Work experience post-undergraduate graduation of 18 months or less
- Visa Application (International Candidates)

Candidates who have demonstrated a strong academic background may apply for a waiver of the GMAT/GRE requirement, which may be granted at the discretion of the program.

Language of Instruction
The language of instruction at Penn State is English. English proficiency test scores (TOEFL/IELTS) may be required for international applicants. See GCAC-305 Admission Requirements for International Students (http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-305-admission-requirements-international-students/) for more information.

Management and Organizational Leadership program applicants must have minimum TOEFL scores of:

- Internet-Based: 100
- Speaking Section: 20
- Paper-Based: 600

The minimum acceptable composite score for the IELTS for applicants to the Management and Organizational Leadership program is 7.0

Degree Requirements
Master of Management (M.Mgt.)

Requirements listed here are in addition to Graduate Council policies listed under GCAC-700 Professional Degree Policies (http://gradschool.psu.edu/graduate-education-policies/).

The minimum number of required credits for the Master of Management in Management and Organizational Leadership program is 31 credits.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>BA 512</td>
<td>Quantitative Analysis for Managerial Decision Making</td>
<td>2</td>
</tr>
<tr>
<td>BA 533</td>
<td>Economics for Managers</td>
<td>2</td>
</tr>
<tr>
<td>BA 571</td>
<td>Strategic Management</td>
<td>2</td>
</tr>
<tr>
<td>BA 800</td>
<td>Marketing Management</td>
<td>2</td>
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<td>BA 801</td>
<td>Management</td>
<td>2</td>
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<td>BA 802</td>
<td>Team Process and Performance</td>
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<td>BA 804</td>
<td>Ethical Leadership</td>
<td>2</td>
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<td>BA 805</td>
<td>Negotiation Theory and Skills</td>
<td>1</td>
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<td>BA 810</td>
<td>Supply Chain and Operations Management</td>
<td>2</td>
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<td>BA 811</td>
<td>Financial Accounting</td>
<td>2</td>
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<tr>
<td>BA 815</td>
<td>Business Statistics for Contemporary Decision Making</td>
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<td>BA 817</td>
<td>Communication Skills for Management (1 per mod)</td>
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<td>BA 821</td>
<td>Foundation in Managerial Accounting</td>
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<td>BA 831</td>
<td>Foundations in Finance</td>
<td>2</td>
</tr>
<tr>
<td>BA 832</td>
<td>Global Business Environment</td>
<td>1</td>
</tr>
</tbody>
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Culminating Experience
Employers need future leaders. Our Leadership Immersion course provides practical and hands-on exposure to leadership training and exercises that can be applied in a diverse range of professional environments and business settings. Leadership Immersion programs take students out of their comfort zones to experience leadership and teamwork from a different perspective. The Capstone course provides an opportunity to apply and integrate the knowledge and skills that were gained throughout the Master of Management in Management and Organizational Leadership program with strategic management and leadership concepts. A capstone paper is one of the major deliverables in this course.

**Minor**

A graduate minor is available in any approved graduate major or dual-title program. The default requirements for a graduate minor are stated in Graduate Council policies listed under GCAC-600 Research Degree Policies (http://gradschool.psu.edu/graduate-education-policies/) and GCAC-700 Professional Degree Policies (http://gradschool.psu.edu/graduate-education-policies/), depending on the type of degree the student is pursuing:

- GCAC-611 Minor - Research Doctorate (https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-600/gcac-611-minor-research-doctorate/)
- GCAC-641 Minor - Research Master's (https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-600/gcac-641-minor-research-masters/)
- GCAC-709 Minor - Professional Doctorate (https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-700/gcac-709-professional-doctoral-minor/)
- GCAC-741 Minor - Professional Master's (https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-700/gcac-741-masters-minor-professional/)

**Student Aid**

Refer to the Tuition & Funding (http://gradschool.psu.edu/graduate-funding/) section of The Graduate School's website. Students in this program are not eligible for graduate assistantships.

**Courses**

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

Business Administration (BA) Course List (https://bulletins.psu.edu/university-course-descriptions/graduate/ba/)