MANAGEMENT, BS: ORGANIZATIONAL EFFECTIVENESS TRACK

The Organizational Effectiveness specialization educates students at the leading edge of theory and practice about the management of employees and the design of organizations. It spans topics from understanding the behavior of individuals and groups to designing management systems and structures to support business strategy. It serves students with a range of career objectives: (1) those who seek leadership positions focusing on employees in organizations; (2) those interested in consulting in the area of organizational effectiveness or management consulting more generally; and (3) those interested in balancing a more technical academic and business backgrounds with greater depth in understanding behavioral and management expertise.

For more information: https://mgmt.wharton.upenn.edu/programs/undergraduate/management-concentration-specializations/

The degree and major requirements displayed are intended as a guide for students entering in the Fall of 2026 and later. Students should consult with their academic program regarding final certifications and requirements for graduation.

Other Wharton Requirements

Code	Title	Course Units
First-Year Foundations		
BEPP 1000	Introductory Economics for Business Students [1]	1
MATH 1400	Calculus, Part I	1
or MATH 1070	Calculus: Mathematics of change, Part I	
Critical Writing Seminar		1
WRIT 0020, 0021, 0100, 0110, or 0120-0990		
Business Fundamentals		
Leadership Journey		
WH 1010	Business and You	0.5
WH 2010	Business Communication for Impact	0.5
or WH 2011	Global Business Communication for Impact	
MGMT 3010	Teamwork and Interpersonal Influence	0.5
Senior Capstone	One course with attribute WUCP required (https://catalog.upenn.edu/attributes/wucp/) [2]	0.5
Please visit https://undergrad-inside.wharton.upenn.edu/senior-capstone (https://undergrad-inside.wharton.upenn.edu/senior-capstone/) for more information.		
Fundamentals [3]		
ACCT 1010	Accounting and Financial Reporting	1
ACCT 1020	Strategic Cost Analysis	1
BEPP 2500	Managerial Economics (or Honors)	1
FNCE 1000	Corporate Finance (or Honors)	1
FNCE 1010	Monetary Economics and the Global Economy (or Honors)	1
LGST 1000	Ethics and Social Responsibility (or Honors)	1
or LGST 1010	Law and Social Values	
MGMT 1010	Introduction To Management	1
MKTG 1010	Introduction to Marketing (or Honors)	1
OIDD 1010	An Introduction to Operations, Information and Decisions	1
STAT 1010	Introductory Business Statistics (or Honors) [4]	1
or STAT 4300	Probability	
or ESE 3010	Engineering Probability	
STAT 1020	Introductory Business Statistics (or Honors)	1
or STAT 4310	Statistical Inference	
or ESE 4020	Statistics for Data Science	
Flex Fundamentals		
Global Economy, Business & Society		
One course unit with attribute WUGE required (https://catalog.upenn.edu/attributes/wuge/)		1
Technology, Innovation & Analytics		
One course unit with attribute WUTI required (https://catalog.upenn.edu/attributes/wuti/)		1
Liberal Arts & Sciences		**7**
Foreign Language Requirement		
Two semesters at the beginner level of a language other than English or demonstration of equivalent proficiency required [5]		
Humanities		
One course unit with attribute WUHM required (https://catalog.upenn.edu/attributes/wuhm/)		
Natural Science, Math & Engineering		
One course unit with attribute WUNM required (https://catalog.upenn.edu/attributes/wunm/)		
Social Science		
One course unit with attribute WUSS required (https://catalog.upenn.edu/attributes/wuss/)		
Flexible Gen Ed		
Three course units of approved undergraduate coursework taken outside of Wharton required		
Cross-Cultural Perspectives		
Three course units with substantial cross-cultural content required [6]		
Business Breadth		
Three upper-level course units from three different Wharton departments outside of the student's concentration required. Please visit https://undergrad-inside.wharton.upenn.edu/business-breadth (https://undergrad-inside.wharton.upenn.edu/business-breadth/)/ for details.		3
Unrestricted Electives		

Five course units required [7]	5
Total Course Units	**33**

1. For students who take ECON 0100 Introduction to Micro Economics and ECON 0200 Introductory Economics: Macro in place of BEPP 1000 Introductory Economics for Business Students: one of these courses can be used to satisfy BEPP 1000 on the degree audit. The second course may be used to fulfill a Liberal Arts & Sciences or Unrestricted Elective requirement.
2. Beginning with capstones offered in Fall 2027, all students must complete all business fundamentals as a prerequisite for the senior capstone, in addition to the Leadership Journey courses and any other required prerequisite course(s).
3. Course numbers for honors business fundamentals are: BEPP 2508 Managerial Economics, FNCE 1008 Corporate Finance (Honors), FNCE 1018 Monetary Economics and the Global Economy (Honors), LGST 1008 Ethics and Social Responsibility, LGST 1018 Law and Social Values, MKTG 1018 Introduction to Marketing, STAT 1018 Introductory Business Statistics, and STAT 1028 Introductory Business Statistics.
4. Dual-degree students majoring in SSE (Systems Science Engineering) and EE (Electrical Engineering) must take ESE 3010 Engineering Probability and ESE 4020 Statistics for Data Science.
5. Courses taken at Penn that satisfy the Foreign Language requirement may double-count as Humanities or Flexible Gen Ed.
6. Up to one course may be on U.S. cultural diversity. Please see course attribute WUCN for a list of non-U.S. courses and WUCU for a list of U.S. courses. Two CCP course units may double-count as Humanities; Natural Science, Math & Engineering; Social Science; or Flexible Gen Ed.
7. Students pursuing a second concentration may apply three course units of concentration courses to Unrestricted Electives.

Management Concentration - Organizational Effectiveness Track

Code	Title	Course Units
Choose at least 3 credit units from the following:		3
MGMT 2240	Leading Across Cultural and Relational Differences	
MGMT 2280	Navigating Difficult Conversations in Business and Beyond	
MGMT 2380	Organizational Behavior	
MGMT 2390	Leading and Managing Teams	
MGMT 2420	Corporate Goverance, Executive Compsenation and the Board	
MGMT 2430	Work and Technology: Choices and Outcomes	
MGMT 2480	How to be the Boss	
MGMT 2910	Negotiations	
MGMT 2930	People Analytics	
MGMT 2950	Synchrony at Work	
Any MGMT Elective worth 1 credit unit (in range 1011-4180)		1
Other Wharton Requirements		33
Total Course Units		**37**

Course	Title	Course Units
First Year		
Fall		
BEPP 1000	Introductory Economics for Business Students	1
WH 1010	Business and You	.5
Math or Statistics Course		1
2-3 Other Courses		2
	Course Units	**4.50**
Spring		
Math or Statistics Course		1
Two Business Fundamentals Courses		2
1-2 Other Courses		2
	Course Units	**5.00**
Second Year		
Fall		
WH 2010	Business Communicat for Impact	0.5
2-3 Business Fundamentals		2
1-2 Other Courses		2
	Course Units	**4.50**
Spring		
2-3 Business Fundamentals		3
1-2 Other Courses		2
	Course Units	**5.00**
Third Year		
Fall		
MGMT 3010	Teamwork and Interpersonal Influence	0.5
Courses towards Concentration and other Remaining Requirements		4
	Course Units	**4.50**
Spring		
Courses towards Concentration and other Remaining Requirements		4.5
	Course Units	**4.50**
Fourth Year		
Fall		
Leadership Journey Capstone and Courses towards other Remaining Requirements		4.5
	Course Units	**4.50**
Spring		
Courses towards Remaining Requirements		4.5
	Course Units	**4.50**
	Total Course Units	**37.00**