

## Program Overview

The Master of Science (M.S.) degree with a major in Human Resource Management is a flexible, part-time to full-time program designed to prepare people for successful careers in human resource management. In comparison to the M.B.A. program, which offers a broad-based business education, the M.S. program offers in-depth knowledge associated with the major aspects of human resource management. The M.S. curriculum has been designed to adhere to educational guidelines set forth by the Society for Human Resource Management (SHRM), the premier professional association for the human resource field.

## Application Requirements

The items listed below are required for admission consideration for applicable semesters of entry during the current academic year. Submission instructions, additional details, and changes to admission requirements for semesters other than the current academic year can be found on The Graduate College's website (<http://www.gradcollege.txstate.edu>). International students should review the International Admission Documents page (<http://mycatalog.txstate.edu/graduate/admission-documents/international/>) for additional requirements.

- completed online application
- \$55 nonrefundable application fee
- or
- \$90 nonrefundable application fee for applications with international credentials
- baccalaureate degree (preferably in business administration or a related field) from a regionally accredited university
  - Texas State undergraduate management majors with at least an overall 3.2 GPA and a 3.4 GPA in upper-level management courses may apply to the program if at least 90 hours of undergraduate coursework has been completed.
- official transcripts from **each institution** where course credit was granted
- a competitive GPA in the last 60 hours of undergraduate course work (plus any completed graduate courses)
- responses to specific essay questions
- knowledge of business functions (management, marketing, finance, accounting, MIS) demonstrated through previous course work and/or work experience
- official GRE (general test only) or GMAT required with competitive scores
  - A GRE or GMAT waiver may be available for Texas State undergraduate management applicants with at least 90 hours completed who have:
    - earned a minimum of a 3.2 overall GPA
    - earned a minimum of a 3.4 GPA in upper-level management courses taken at Texas State University
    - provided at least two references from Texas State faculty
- resume/CV detailing work experience, extracurricular and community activities, and honors and achievements
- two letters of recommendation from persons best able to assess the student's ability to succeed in graduate school

### TOEFL, PTE, or IELTS Scores

Non-native English speakers who do not qualify for an English proficiency waiver:

- official TOEFL iBT scores required with a 78 overall and minimum individual module scores of
  - 19 listening
  - 19 reading
  - 19 speaking
  - 18 writing
- official PTE scores required with a 52
- official IELTS (academic) scores required with a 6.5 overall and minimum individual module scores of 6.0

This program does **not** offer admission if the scores above are not met.

## Degree Requirements

The Master of Science (M.S.) degree with a major in Human Resource Management requires 30 semester credit hours.

Any student enrolled in a graduate degree program in the McCoy College of Business Administration can earn no more than two grades of C or lower. Even if the grade of C or lower was replaced with a higher grade as a result of repeating the course, the original grade counts as a "strike" under this policy. Upon earning the third C (or lower), the student is automatically placed on academic suspension and permanently dismissed from their degree program without any possibility of readmission to their program or another degree program in McCoy College. The 3 C Policy takes precedent over probationary status. So, if a student earns a third C they are automatically dismissed from their program permanently; even if probation does not occur.

## Course Requirements

Code	Title	Hours
<b>Required Courses</b>		
B A 5351	Organizational Performance and Competitive Advantage	3
MGT 5314	Organizational Behavior and Theory	3
MGT 5330	Seminar in Human Resource Management	3
MGT 5336	Compensation and Benefits	3
MGT 5337	Organizational Staffing	3
MGT 5338	Human Resource Development	3
MGT 5339	International Human Resource Management	3
MGT 5390	Managerial Data Analysis	3
<b>Prescribed Electives</b>		
Select six hours from the following:		6
BLAW 5310	The Employment Relationship	
BLAW 5368I	International Business Ethics	
MGT 5310	Organizational Change Management	
MGT 5312	Seminar in Management	
MGT 5318	Cross-Cultural Management	
MGT 5333	PROB IN BUS ADMIN	
MGT 5380A	Business Ethics Leadership	
MGT 5380C	Group Dynamics in Organizations	
MGT 5380D	Labor Relations and Negotiation	
MGT 5395	Graduate Business Internship	

Other 5000-level courses within the McCoy College of Business Administration may be selected with prior approval from the graduate advisor.

**Total Hours** **30**

### Comprehensive Examination Requirement

The comprehensive examination consists of a written exam taken in the student's final semester. If the student does not pass the written exam, the student must take an oral exam.

Students who do not successfully complete the requirements for the degree within the timelines specified will be dismissed from the program.

Master's level courses in Human Resource Management: MGT

## Courses Offered Management (MGT)

### MGT 5199B. Thesis.

This course represents a student's continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding.

**1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.**

**Grade Mode:** Credit/No Credit

### MGT 5299B. Thesis.

This course represents a student's continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding.

**2 Credit Hours. 2 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Credit/No Credit

### MGT 5301. Graduate Assistant Development.

Completion of this course is required as a condition of employment for graduate assistants. The course is seminar based and covers topics related to employment responsibilities. This course does not earn graduate degree credit.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Course Attribute(s):** Graduate Assistantship|Exclude from Graduate GPA

**Grade Mode:** Leveling/Assistantships

### MGT 5310. Organizational Change Management.

Presents an overview of the process of change in an organization and stresses the key issues involved in reengineering and renewing organizations. Problems dealing with stress and conflict during major change will be explored along with practical ideas on building effective teams to make change possible and sustainable.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

### MGT 5311. Process Improvement Management in Organizations.

Learn existing and latest developments in process improvement techniques for continuous improvement and the role of quality as a system for establishing an organization's competitive advantage. Process mapping is emphasized and assessment of effectiveness in the interactions of the managerial and technical systems of organizations is also studied.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

### MGT 5312. Seminar in Management.

Development of philosophy, strategy, and tactics in managing an enterprise. Administrative processes common to all enterprises, such as entrepreneurship, business and society, leadership and group behavior in organizations, business ethics, and international management. (Course may be repeated for credit with different course focus.).

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

### MGT 5313. Strategic Management.

An integrative approach to policy formulation and administration (decision making) to achieve organization objectives. Should be taken the last semester of student's MBA program. Prerequisite: ACC 5361 and FIN 5387 and MKT 5321 and QMST 5334 all with grades of "C" or better.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

### MGT 5314. Organizational Behavior and Theory.

Organizational behavior and structure as influenced by environmental variables and system relationships. Prerequisite: B A 5351 with a grade of "C" or better.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

### MGT 5315. New Venture Management.

This course provides an overview of the entrepreneurial process from the initial idea through start-up, growth, and harvest. Students learn how to write a business plan, manage all the elements of an entrepreneurial business, and develop a better understanding of the requirements of the entrepreneurial life path.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

### MGT 5318. Cross-Cultural Management.

The global environment requires sensitivity to and the adaptation of leadership and management skills and practices, and the culture-bound differences in workplace behavior and attitudes. Explores how differences in cultural core values shape behavior and attitudes of workers, managerial colleagues, and negotiating partners. (MULT) Prerequisites: B A 5351 with a grade of "C" or better.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Course Attribute(s):** Multicultural Content

**Grade Mode:** Standard Letter

**MGT 5321. Supply Chain Management.**

A variety of tools and frameworks provide students and understanding of the basis behind supply chain decision making. Topics include supply management concepts, demand-supply management, pull/push system, capacity and resource allocation, performance measurement, relationship assessment, and outsourcing in an integrated supply chain. Require graduate standing.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5325. Managing Business Creativity.**

This course focuses on the means by which businesses and individuals foster and maintain their creative and innovative skills. Key topics include: idea generation and refinement, idea screening, prototype development, and feasibility analysis. Objectives are met through classroom exercises, case analysis, guest speakers, and individual and team projects.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5330. Seminar in Human Resource Management.**

A study of current developments and practices in human resource management, including employment laws; planning, recruitment and selection; training and development programs; wage and benefits administration; performance management, human relations and productivity; labor relations; safety and health; an current contributions to human resource management theory.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5333. Problems in Business Administration.**

The student is here given the opportunity to work in the field of his special interest, particularly in the subjects of accounting, business law, marketing, statistics, finance, and insurance. The course will be conducted by conferences between the student and instructors concerned. Problems will be assigned as nearly as possible for the needs of the individual student.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5335. New Venture Launch.**

The purpose of this class is to ensure students gain a full understanding of what it takes to start and grow a business. Students learn the process of creating a new venture from the inside by planning, organizing and launching an actual business. Prerequisite: MGT 5315 with a grade of "C" or better.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5336. Compensation and Benefits.**

This course addresses the rewards systems in organizations. Strategic and technical considerations in designing, administering and managing compensation and benefits plans in organizations, including job analysis and evaluation, wage levels and structures, legal issues, individual and group incentives, and benefits are considered.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5337. Organizational Staffing.**

A study of the methods involved in recruitment and selection of employees with an emphasis on measurement, job analysis, performance appraisal, legal issues, and the role of human resource planning and strategy. This course relies on statistics to teach students to make reliable and valid employment decisions.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5338. Human Resource Development.**

A study of theoretical and applied perspectives on needs assessment, design, development delivery and evaluation of training and development as well as organizational change and development.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5339. International Human Resource Management.**

A study of challenges that decision makers consider when managing their human resources across the globe. Drawing on theories and models from cross-cultural and international management areas, this course covers such topics as globalization, culture, emerging international assignments, and expatriate recruitment, selection, training, repatriation, and career management. (MULT).

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Course Attribute(s):** Multicultural Content

**Grade Mode:** Standard Letter

**MGT 5380A. Business Ethics Leadership.**

This course examines a variety of ethical issues in business from multiple stakeholder perspectives (top management, employees, community members, etc.). The course is designed to enhance moral awareness and facilitate individual development with respect to making ethical decisions that contribute to effective corporate management and leadership.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Course Attribute(s):** Topics

**Grade Mode:** Standard Letter

**MGT 5380C. Group Dynamics in Organizations.**

This course explores the theoretical framework of group interactions as well as the practical workplace challenges associated with organizing, participating on, and managing teams and groups. It addresses the development and use of teams to improve business organizations and is recommended for graduate students preparing for business careers. Prerequisite: B A 5351 with a grade of "B" or better.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Course Attribute(s):** Exclude from 3-peat Processing|Topics

**Grade Mode:** Standard Letter

**MGT 5380D. Labor Relations and Negotiation.**

This graduate level course is a study of labor organizations and their impact as well as negotiation and conflict resolution issues. The course will examine the National Labor Relations Act (NLRA), union and employer rights under the NLRA, union organizing, collective bargaining, negotiation, contract administration, mediation and arbitration. Corequisite: MGT 5330 with a grade of "C" or better.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Course Attribute(s):** Exclude from 3-peat Processing|Topics

**Grade Mode:** Standard Letter

**MGT 5380E. International Leadership.**

Course will include lectures, business engagements, cultural excursions, and a service-learning project. To reinforce the theories discussed in class students will interact directly with managers, employees, and international business professionals, learn perspective on cultural and leadership issues. Prerequisite: B A 5351 with a grade of "C" or better.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Course Attribute(s):** Exclude from 3-peat Processing|Topics

**Grade Mode:** Standard Letter

**MGT 5380F. Management for Organizational Sustainability.**

This course is designed to take a broad look at Sustainability from both Ecological and Organizational perspective.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Course Attribute(s):** Exclude from 3-peat Processing|Topics

**Grade Mode:** Standard Letter

**MGT 5380G. Artificial Intelligence (AI) for Business Managers.**

This course provides a basic foundation in artificial intelligence for students of the business school by introducing a means to make economically sound decisions regarding the implementation areas. In this course all students of the business school may implement small projects in the functional disciplines of the business school (e.g. marketing, finance, etc.). It could also be of interest for students of the School of Engineering.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Course Attribute(s):** Exclude from 3-peat Processing|Topics

**Grade Mode:** Standard Letter

**MGT 5390. Managerial Data Analysis.**

Designed to prepare managers to make more effective decisions based upon evidence from data analysis. Covers all elements of the general linear model from t-tests to multiple regression analysis. Involves acquiring and analyzing data for prediction and explanation, developing reports with actionable recommendations, and communicating results for managerial decision-making.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5391. Managing the Communication Process.**

The study and application of theory and psychology of managerial communication using written, oral, and technological modes to communicate within the business environment. The course includes the process and product approach to graphics, leadership, problem solving, prioritizing, interviewing, and communicating change.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5395. Graduate Business Internship.**

Integration of professional and academic experience through internship with an external employer. Prerequisite: Instructor approval.

**3 Credit Hours. 0 Lecture Contact Hours. 15 Lab Contact Hours.**

**Grade Mode:** Standard Letter

**MGT 5399A. Thesis.**

This course represents a student's initial thesis enrollment. No thesis credit is awarded until student has completed the thesis in MGT 5399B.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Credit/No Credit

**MGT 5399B. Thesis.**

This course represents a student's continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding.

**3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Credit/No Credit

**MGT 5599B. Thesis.**

This course represents a student's continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding.

**5 Credit Hours. 5 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Credit/No Credit

**MGT 5999B. Thesis.**

This course represents a student's continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding.

**9 Credit Hours. 9 Lecture Contact Hours. 0 Lab Contact Hours.**

**Grade Mode:** Credit/No Credit