MASTERS OF SCIENCE (M.S.), MAJOR IN HUMAN RESOURCE MANAGEMENT

Major Program
The master of science (M.S.) in human resource management program is a flexible, part-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.

Admission Policy
For information regarding admission application requirements and deadlines, please visit The Graduate College website at http://www.gradcollege.txstate.edu/bhrm.html.

Course Work Requirements
Core Course Work

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<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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<tr>
<td>MGT 5330</td>
<td>Seminar in Human Resource Management</td>
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<tr>
<td>MGT 5336</td>
<td>Compensation and Benefits</td>
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<td>MGT 5337</td>
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<td>MGT 5339</td>
<td>International Human Resource Management</td>
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<tr>
<td>BLAW 5310</td>
<td>The Employment Relationship</td>
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Elective Course Work
Choose 12 hours from the following:

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<tr>
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<tbody>
<tr>
<td>MGT 5310</td>
<td>Organizational Change Management</td>
<td>3</td>
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<tr>
<td>MGT 5314</td>
<td>Organizational Behavior and Theory</td>
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<td>MGT 5318</td>
<td>Cross-Cultural Management</td>
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<td>MGT 5390</td>
<td>Business Research Methods</td>
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<td>MGT 5391</td>
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<td>MGT 5395</td>
<td>Graduate Business Internship</td>
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Total Hours: 30

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

Master's level courses in Human Resource Management: MGT

Management (MGT)

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. Graded on a credit (CR), progress (PR), no credit (F) basis.

Grade: Credit/No Credit

MGT 5301. Graduate Assistant Development.
Completion of this course is required as a condition for employment for graduate assistants. This course is one credit and is covered topics related to employment responsibilities. Students must earn graduate credit. Graded on a credit (CR), no-credit (F) basis. Prerequisite: McCoy College Graduate Assistant.

MGT 5310. Organizational Change Management.
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.

Grade: 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.

Grade: 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.).

Grade: Standard Letter

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. Graded on a credit (CR), progress (PR), no credit (F) basis.

Grade: Credit/No Credit
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. Prerequisites: QMST 5334, MKT 5321, ACC 5361, FIN 5387.
Grade Mode: Standard Letter about Strategic Management
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

MGT 5314. Organizational Behavior and Theory.
Organizational behavior and structure as influenced by environmental variables and system relationships. Prerequisite: B A 5351.
Grade Mode: Standard Letter about Organizational Behavior and Theory
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

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.
Grade Mode: Standard Letter about New Venture Management
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

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. Prerequisites: B A 5351.
Grade Mode: Standard Letter about Cross-Cultural Management
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

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.
Grade Mode: Standard Letter about Supply Chain Management
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

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.
Grade Mode: Standard Letter about Managing Business Creativity
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

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.
Grade Mode: Standard Letter about Seminar in Human Resource Management
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

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.
Grade Mode: Standard Letter about Problems in Business Administration
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

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.
Grade Mode: Standard Letter about New Venture Launch
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

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. Prerequisites/corequisite: MGT 5330.
Grade Mode: Standard Letter about Compensation and Benefits
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
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. Prerequisite: MGT 5330.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about Organizational Staffing

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. Prerequisite/corequisite: MGT 5330.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about Human Resource Development

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. Prerequisite/corequisite: MGT 5330.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about International Human Resource Management

MGT 5345. Integrative Field Project.
Student teams work directly with organizations and managers to solve significant managerial problems. Students apply their skills and knowledge acquired in the program in a real world setting. Results of the project are summarized in a comprehensive written report and a formal oral presentation. Prerequisites: Permission of the instructor.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about Integrative Field Project

MGT 5375. International Management—Latin America.
A study of the cultural, economic, regulatory, and political factors impacting international business. Emphasis is placed on theory and research of management phenomena in Latin America and on issues mediating commercial and governmental relations between the United State and Latin American countries.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about International Management-Latin America

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.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
about Business Ethics Leadership

MGT 5380B. Human Resource Information Systems.
This course provides an overview of functional areas in an HRIS system with a focus on the acquisition of skills with respect to the software as well as knowledge regarding the implementation process, associated benefits and costs, and the application of HRIS to manage critical HRM processes. Prerequisite/corequisite: MGT 5330.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about Human Resource Information Systems

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. Prerequisite or Co-requisite: MGT 5330.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about Labor Relations and Negotiation

MGT 5380F. Business Research Methods.
Designed to aid graduate students in analyzing reports, evaluating research and in planning research reports. Involves the selection of research problems, sources of data, analysis, presentation, report writing, directed reading, class reports, and a research problem.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about Business Research Methods

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.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about Managing the Communication Process

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.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
about Business Ethics Leadership
MGT 5395. Graduate Business Internship.
Integration of professional and academic experience through internship with an external employer. Prerequisites: MBA students only; must have completed 12 or more hours of graduate business courses; enrollment subject to availability and approval.

3 Credit 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. Graded on a credit (CR), progress (PR), no credit (F) basis.

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. Graded on a credit (CR), progress (PR), no credit (F) basis.

9 Credit Hours. 9 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit