

DEPARTMENT OF MANAGEMENT

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The mission of the Department of Management is to educate our students to become successful managers and leaders in a dynamic business world. To accomplish this mission, we balance effective teaching with scholarly activities and our professional service contributions. Faculty strive for quality in all department course offerings and undertakings to help prepare students for leadership and service in private and public organizations.

The Management program prepares students for challenging careers in a variety of business and governmental organizations, as well as secondary education. Management majors typically pursue careers in human resource management, industrial relations, production management, hospital administration, office management, and sales management. The concentration in Entrepreneurial Studies is designed for students who wish to start, operate, or expand their own businesses or family-owned businesses. The concentration in Human Resource Management is designed to prepare students for careers in human resource management. Both concentrations consist of 12 hours of undergraduate coursework that may be accommodated within the 120 hours required in the undergraduate business curriculum. More information is available in the McCoy College Academic Advising Center.

Bachelor of Business Administration (B.B.A.)

- Major in Management (<http://mycatalog.txstate.edu/undergraduate/mccoy-business-administration/management/management-bba>)
- Major in Management (Entrepreneurial Studies Concentration) (<http://mycatalog.txstate.edu/undergraduate/mccoy-business-administration/management/management-entrepreneurial-studies-concentration-bba>)
- Major in Management (Human Resource Management Concentration) (<http://mycatalog.txstate.edu/undergraduate/mccoy-business-administration/management/management-human-resource-concentration-bba>)

Courses in Management (MGT)

MGT 3303. Management of Organizations.

A study of management functions in modern organizations, the internal and external environmental factors affecting organizational efficiency, and the application of quantitative and behavioral science to management study.

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

Grade Mode: Standard Letter

MGT 3353. Business Communication.

This course provides an introduction to the uses of communication in business and focuses on communication models, general semantics, effective writing style, selection and organization of content and medium(s), effective oral communication, employment communication, and causes of miscommunication. Students will not receive credit for both MGT 3353 and MGT 3453. Prerequisites: ENG 1310 and ENG 1320; and COMM 1310 or COMM 2338, all with a grade of "D" or better. (WI).

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

Course Attribute(s): Lab Required|Writing Intensive

Grade Mode: Standard Letter

MGT 3360. Studies in Entrepreneurship.

Students gain personal insights into entrepreneurship as entrepreneurs describe their contributions, reveal the sources of ideas, and discover ways of growth and success. Includes starting and managing businesses as well as ownership forms, sources of funds, location analysis, facility requirements, management, marketing, and feasibility plans.

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

Grade Mode: Standard Letter

MGT 3361. Small Business Operations and Financials.

This course is a study of funding and financial concepts necessary to effectively operate a successful small business. Students will use software programs to maintain working capital and a complete set of books related to running businesses. Prerequisite: ACC 2361 or ACC 2301. Co-requisite: MGT 3360.

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

Grade Mode: Standard Letter

MGT 3362. Family Business and Franchising.

This course addresses the important and unique management aspects of family businesses and franchises. Family business topics include family culture, communication, conflict resolution, succession, and estate planning. Franchising topics include franchise selection, contracts, legal issues, and current trends in franchising. Issues affecting both the franchisee and the franchisor are explored. Prerequisite: MGT 3361 with a grade of "D" or better.

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

Grade Mode: Standard Letter

MGT 3365. Communication Systems.

Office information and decision support systems are examined as critical elements in business data and information systems. Emphasis is given to information processing considerations at the systems level, including analysis and management of support activities such as data and records management, electronic filing and retrieval systems, word processing, micro and reprographics, and telecommunications. Includes discussions of current and future technological trends. Prerequisite: MGT 3303 with a grade of "D" or better. (WI).

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

Course Attribute(s): Writing Intensive

Grade Mode: Standard Letter

MGT 3375. International Business.

International business perspectives underlying different business functions. Concepts, processes, and philosophical bases for international operations in selected global markets are emphasized with culture and global dynamic environment as the basis. A project is required. Prerequisite: MGT 3303 with a grade of "D" or better. (MULT) (WI).

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

Course Attribute(s): Multicultural Content|Writing Intensive

Grade Mode: Standard Letter

MGT 3453. Business Communication and Professional Development.

This course is designed to enhance critical professional skills including interviewing, networking, teamwork, emotional and cultural intelligence, public speaking, and applicable ethical considerations. It introduces theories of business communication including communication models, general semantics, and causes of miscommunication. Students will not receive credit for both MGT 3453 and MGT 3353. Prerequisites: COMM 1310 or COMM 2338, and ENG 1310 and ENG 1320, all with a grade of "D" or better (WI).

4 Credit Hours. 3 Lecture Contact Hours. 1 Lab Contact Hour.

Course Attribute(s): Exclude from 3-peat Processing|Lab Required|Writing Intensive

Grade Mode: Standard Letter

MGT 4315. Business Principles, Issues and Trends.

Review of the fundamentals of business administration as applied to contemporary business problems. Also, a discussion of current business issues and trends. Open to students seeking certification only.

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

Grade Mode: Standard Letter

MGT 4330. Operations Management.

A study of the various aspects of managing production and operations management functions in manufacturing and service organizations. Methods necessary for analyzing and solving related problems to design, operations, and improvements of the systems that create products and/or services in a global supply chain environment are investigated and emphasized. Prerequisites: MGT 3303, and QMST 2333 or IE 3330 or TECH 3364, all with a grade of "D" or better.

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

Grade Mode: Standard Letter

MGT 4335. Strategic Management and Business Policy.

An integrative course in strategic management and business policy that utilizes the case method of instruction. A capstone course involving the analysis of business through the application of principles of accounting, communications, economics, finance, management, marketing, quantitative methods, and related disciplines. Prerequisites: MGT 3303; MKT 3343; FIN 3312; QMST 2333. Capstone course and open only to seniors in business. (WI).

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

Course Attribute(s): Writing Intensive

Grade Mode: Standard Letter

MGT 4340. Quality Management and Beyond.

A conceptual and practical overview of the role of quality as a system for establishing a "world class" competitive position. It explores philosophies and ideas of the leading thinkers in quality management, impact of process improvement methods, quality requirements definition and organizational change as it applies to total quality initiatives.

Prerequisites: QMST 2333 or consent of professor. MGT 4330 is recommended. (WI).

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

Course Attribute(s): Writing Intensive

Grade Mode: Standard Letter

MGT 4350. Business Plan Development.

Students work in teams to select, create, and write solid business plans for proposed or real businesses. Prerequisite: MGT 3361 with a grade of "D" or better. (WI).

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

Course Attribute(s): Writing Intensive

Grade Mode: Standard Letter

MGT 4351. Applied Entrepreneurship.

Students design, staff, operate, and manage a business or service. Business teams develop financial and operational control systems and procedures for organizational, group, and individual performance evaluations, implement service and business projects, and provide a final public report. Prerequisite: MGT 4350 with a grade of "D" or better.

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

Course Attribute(s): Writing Intensive

Grade Mode: Standard Letter

MGT 4353. Integrative Field Project.

Students work directly with entrepreneurs to research projects and recommend solutions. May involve providing business development assistance to entrepreneurs. Students may work individually or in teams. Project results are summarized in a comprehensive written report and a formal oral presentation. Permission of the instructor and chair is required. Prerequisite: MGT 3360.

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

Course Attribute(s): Writing Intensive

Grade Mode: Standard Letter

MGT 4370. Business Ethics.

This course examines a variety of ethical issues in business from the point of view of practicing manager and corporate leaders. This 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. Prerequisites: PHIL 1320 and MGT 3303, all with a grade of "D" or better.

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

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

Grade Mode: Standard Letter

MGT 4371. Business, Government, and Society.

An integration of a number of disciplines and value systems which affect and determine the proper role of business in satisfying the needs of customers, creditors, community, government, stockholders, managers, employees, suppliers, and society in general. Prerequisite: MGT 3303 with a grade of "D" or better.

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

Grade Mode: Standard Letter

MGT 4372. Effective Leadership.

This course facilitates the development of leadership capabilities and addresses the complexities, paradoxes, and challenges of leadership. Through self-assessments, readings, lectures, and assignments students gain an appreciation of effective leadership approaches and are provided with opportunities to practice new leadership behaviors. Prerequisite: MGT 3303 with a grade of "D" or better.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 4373. Human Resource Management.

A study of the principles of human resource management in public and private institutions. Stresses the human resource aspects of recruitment, selection and placement, performance appraisal and compensation.

Prerequisite: MGT 3303 with a grade of "D" or better.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 4375. Organizational Behavior and Human Relations.

A study of the role of the individual in formal organizations, group dynamics, motivation theory, communication and leadership. Integrates behavioral science concepts. Prerequisite: MGT 3303 with a grade of "D" or better.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 4377. Labor Relations and Collective Bargaining.

A study of unions and their impact on private and public employment. Examines union growth and governance, collective bargaining, contract negotiation and administration, and arbitration and mediation. Prerequisite: MGT 4373 with a grade of "D" or better. (WI).

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Writing Intensive
Grade Mode: Standard Letter

MGT 4378. Training and Development.

This course is designed to develop theoretical and applied perspective on needs assessment, design, development, delivery and evaluation of training and development in organizational contexts. Prerequisites: MGT 4373 with a grade of "D" or better.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 4379. Organizational Staffing.

A study of current theory and practice in the process of selecting the right employees for positions within the organization, including HR planning, EEO, job analysis, recruitment, and selection procedures. Prerequisite: MGT 4373 with a grade of "D" or better.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 4380. Compensation Management.

A study of the compensation administration in public and private organizations, with stress on the determinants of general wage levels; job analysis and evaluation; incentive, merit, seniority, and executive compensation; fringe benefits, and wage and salary control. Prerequisite: MGT 4373 with a grade of "D" or better.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 4385. Management Thought: Past, Present, and Future.

This course examines how thinking about management has developed over time. It discusses changing social, political, and technological forces challenging managers to think in new ways. Significant management ideas will be examined in their contexts for the purpose of better understanding how to successfully manage for the future. Prerequisite: MGT 3303 with a grade of "C" or better.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 4390A. Advanced Business Communication.

An advanced study of the uses of business communication in modern organizations. Students gain experience in making decisions involving selection and organization of communication content, and in choosing an appropriate medium for presentation of information. Emphasis is placed on gaining proficiency in various business communication processes.

Prerequisite: MGT 3303 and MGT 3353, all with a grade of "D" or better. (WI).

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

Course Attribute(s): Exclude from 3-peat Processing|Topics|Writing Intensive
Grade Mode: Standard Letter

MGT 4390B. Management of the Digital Enterprise.

A study of management in the digital age. Course will look at the impact of digital communications and the new economy on traditional and e-commerce businesses. Topics will include changes in both strategic management as well as functional management (marketing, operations, finance, HR, etc.) Prerequisite: MGT 3303 with a grade of "D" or better. (WI).

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

Course Attribute(s): Exclude from 3-peat Processing|Topics|Writing Intensive
Grade Mode: Standard Letter

MGT 4390E. Management of New Product Development.

Identifies the requirements and benefits of effective and efficient new product development. Topics include best practices of new-product development management, managing the new product process from idea generation, evaluation and selection; business case development; validation and verification testing; and product launch; and product portfolio management. Prerequisites: MGT 3303 with a grade of "D" 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 4390G. Cross-Cultural Human Relations.

This course is designed to develop theoretical and applied perspectives on cross-cultural human relations within a variety of international business contexts. Prerequisite: MGT 3303 with a grade of "D" 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 4390J. Organizational Change.

This course presents an overview of the change process 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. Prerequisite: MGT 3303 with a grade of "D" 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 4390K. Business Creativity and Innovation.

Focuses on the importance of creativity and innovation to business organizations. Topics include the generation of creative ideas, transformation of ideas into commercially viable products/services, legal protection of new products/services, and environmental factors contributing to innovation success. Course objectives are met primarily through classroom discussion and exercises. Prerequisite: MGT 3303 with a grade of "D" 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 4390L. Managing Projects.

Intensive coverage of management in a wide range of project applications from concept through operations. Planning, scheduling, controlling, economic analysis, quality control and customer satisfaction. Prerequisite: MGT 4330 with a grade of "D" 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 4390O. Leadership Development: Business as Unusual.

This course is a directed study and practical application of the principles of "Business as Unusual". Students will develop leadership skills for the experience economy through an intensive, highly interactive class format. Students will be paired with upper-level business professionals for one-on-one coaching and mentoring. Prerequisite: MGT 3303.

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 4390P. Coaching and Mentoring Practicum.

This course is a directed, practical application of extant leadership theories and principles. Students will further develop their leadership skills through intensive experiential activities.

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 4390Q. Introduction to Business in a Global Environment.

The course introduces the modern business enterprise with an emphasis on the interdependence of the business functions in a global environment. Topics include the cross border impacts of culture, politics, and law on trade, investment, marketing, management, and accounting and financial systems. Restricted to BBA students.

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 4390R. Transformative Leadership for Nonprofits (NPs) and Non-Governmental Organizations (NGOs).

This course provides a practical and strategic understanding of the legal, management and marketing challenges facing nonprofit and non-governmental organizations and the transformative leadership required to guide them as they attempt to do something positive for people, society and/or the environment beyond or between the roles of government and business.

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 4390S. Business Contracts/Negotiation.

This course focuses on techniques for the development and strategic planning required for successfully negotiating business contracts, negotiation skills, and conflict resolution issues/techniques. Prerequisite: MGT 3303. Co-requisite: MGT 4373.

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 4390T. Effective Teams and Groups.

An examination of and the consequent development of those skills necessary to effectively manage and increase the productivity of task-oriented groups and teams. Issues, problems, and concepts frequently encountered are addressed, as well as possible solutions. Prerequisite: MGT 3303 with a grade of "D" 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 4390U. Management for Sustainability.

This course is designed to take a broad look at Sustainability from both Ecological and Managerial perspectives with a goal of developing an awareness and understanding of the major issues and shifts that today's organizations and societies are facing as they undertake their journey to become more sustainable. Prerequisite: MGT 3303 with grade of "D" 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 4392. Human Resource Management Internship.

This course integrates professional and academic experience through internship with an external employer. Restrictions: Management majors with human resource management concentration only; enrollment subject to availability and approval; credit- pass/fail or grade at departmental election. Prerequisites: MGT 4373 with a grade of "D" or better, Permission of Instructor.

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

Grade Mode: Standard Letter

MGT 4393. Entrepreneurial Internship.

The internship class provides integration of prior professional and academic experience through an entrepreneurial internship with an external employer. Prerequisite: MGT 3360 with a grade of "D" or better. Restricted to Management majors with entrepreneurship concentration only. Departmental approval required.

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

Grade Mode: Standard Letter

MGT 4395. Management Internship.

This course provides an integration of professional and academic experience through internship with an external employer. Enrollment subject to availability and approval, credit is pass/fail or grade at department election.

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

Grade Mode: Standard Letter

MGT 4399. Independent Study in Management.

Directed research and extensive written assignment(s) on a selected topic related to student's area of interest. Work may consist of literature reviews, integration of literature, or other appropriate independent research, and/or practical application of research. May be repeated once with different emphasis for credit. Prerequisite: Consent of Instructor and Chair.

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

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

Grade Mode: Standard Letter