

## Department of Management

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### Degree Programs Offered

- BBA, major in Management
- BBA, major in Management (with concentration in Entrepreneurial Studies)
- BBA, major in Management (with teacher certification)

The mission of the Department of Management is to educate students to function and grow in a dynamic business world. To accomplish this mission, faculty combine effective teaching with scholarship and professional service. 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 concentration in Entrepreneurial Studies is designed for students who wish to start, operate, or expand their own businesses or family-owned businesses. It consists of 12 hours of undergraduate coursework including: MGT 3360, 3361, 4350, and 4351. The coursework may be accommodated within the 120 hours required in the undergraduate business curriculum. More information is available in the McCoy College Academic Advising Center.

Programs prepare students for challenging careers in a variety of business and governmental organizations and secondary education. The management major prepares students for a broad range of positions, including human resource management, industrial relations, production management, hospital administration, office management, and sales management. Students choosing teacher certification pursue careers as secondary education teachers or in the private sector.

### Bachelor of Business Administration Major in Management

Minimum required: 120 semester hours

General Requirements:

1. MGT advanced electives are to be chosen from: 3350, 3360, 3361, 3375, 4340, 4350, 4351, 4371, 4377, 4380, 4390A, 4390B, 4390C, 4390D, 4390E, 4390F, 4395 and 4399.
2. Nine hours of designated “writing intensive” (WI) courses must be completed at Texas State to satisfy degree requirements.
3. The advanced elective in business may be chosen from any 3000-4000 level course in the McCoy College of Business Administration not required for the major.

<b>Junior Year-1<sup>st</sup> Semester</b>	<b>Hours</b>	<b>Junior Year-2<sup>nd</sup> Semester</b>	<b>Hours</b>
Free Electives.....	6	Business, Advanced Elective.....	3
MGT 3303.....	3	CIS 3380.....	3
MKT 3343.....	3	Free Elective.....	3
MGT 3353 (WI at Texas State).....	3	FIN 3312.....	3
		PHIL 1305 or 1320 (WI at Texas State).....	3
<b>Total</b>	<b>15</b>	<b>Total</b>	<b>15</b>
		<b>Senior Year-2<sup>nd</sup> Semester</b>	<b>Hours</b>
<b>Senior Year-1<sup>st</sup> Semester</b>	<b>Hours</b>	Business, Advanced Elective.....	3
Business, Advanced Electives.....	6	Free Electives.....	1-2
MGT 4330.....	3	MGT Advanced Electives.....	6
MGT 4373.....	3	MGT 4335 (WI at Texas State) (Capstone).....	3
MGT 4375.....	3		
<b>Total</b>	<b>15</b>	<b>Total</b>	<b>13-14</b>

**Bachelor of Business Administration**  
**Major in Management (with Entrepreneurial Studies Concentration)**

Minimum required: 120 semester hours

General Requirements:

1. Nine hours of designated “writing intensive” (WI) courses must be completed at Texas State to satisfy degree requirements.
2. The advanced elective in business may be chosen from any 3000-4000 level business course not required for the major.

<b>Junior Year-1<sup>st</sup> Semester</b>	<b>Hours</b>
Free Elective .....	3
MGT 3303.....	3
MKT 3343.....	3
MGT 3353 (WI at Texas State).....	3
MGT 3360.....	3
<b>Total</b>	<b>15</b>

<b>Junior Year-2<sup>nd</sup> Semester</b>	<b>Hours</b>
Business, Advanced Elective.....	3
CIS 3380 .....	3
FIN 3312 .....	3
PHIL 1305 or 1320 (WI at Texas State) .....	3
MGT 3361 .....	3
<b>Total</b>	<b>15</b>

<b>Senior Year-1<sup>st</sup> Semester</b>	<b>Hours</b>
MGT 4350.....	3
Free Elective .....	3
MGT 4330.....	3
MGT 4373.....	3
MGT 4375.....	3
<b>Total</b>	<b>15</b>

<b>Senior Year-2<sup>nd</sup> Semester</b>	<b>Hours</b>
MGT 4351 .....	3
Business Advanced Elective.....	3
Free Electives .....	4-5
MGT 4335 (WI at Texas State) (Capstone) .....	3
<b>Total</b>	<b>13-14</b>

**Bachelor of Business Administration**  
**Major in Management (with teacher certification)**

Minimum required: 127 semester hours

General Requirements:

1. Although depicted as a class to be taken in the 2nd semester of the senior year, EDST 4681, Student Teaching, must be taken as the only class during a student’s last semester.
2. Nine hours of designated “writing intensive” (WI) courses must be completed at Texas State to satisfy degree requirements.

<b>Freshman Year-1<sup>st</sup> Semester</b>	<b>Hours</b>
ENG 1310 .....	3
HIST 1310 (WI at Texas State).....	3
MATH 1329 .....	3
Natural Science Component.....	3-4
Physical Fitness & Wellness (PFW).....	1
US 1100 .....	1
<b>Total</b>	<b>14-15</b>

<b>Freshman Year-2<sup>nd</sup> Semester</b>	<b>Hours</b>
ENG 1320.....	3
HIST 1320 (WI at Texas State) .....	3
ART, DAN, MU, or TH 2313.....	3
Natural Science Component .....	4
Physical Fitness & Wellness (PFW).....	1
CIS 1323 (Can test out) .....	3
<b>Total</b>	<b>17</b>

<b>Sophomore Year-1<sup>st</sup> Semester</b>	<b>Hours</b>
ACC 2361 .....	3
ECO 2314 .....	3
ENG 2310, 2320, 2330, 2340, 2359, or 2360 .....	3
POSI 2310.....	3
COMM 1310.....	3
PHIL 1305 or 1320 (WI at Texas State).....	3
<b>Total</b>	<b>18</b>

<b>Sophomore Year-2<sup>nd</sup> Semester</b>	<b>Hours</b>
ACC 2362.....	3
ECO 2315.....	3
BLAW 2361 .....	3
POSI 2320.....	3
QMST 2333.....	3
<b>Total</b>	<b>15</b>

<b>Junior Year-1<sup>st</sup> Semester</b>	<b>Hours</b>	<b>Junior Year-2<sup>nd</sup> Semester</b>	<b>Hours</b>
CIS 3380 .....	3	CI 4332 .....	3
CI 3325 .....	3	FIN 3325 .....	3
MGT 3353 (WI at Texas State) .....	3	MGT 3375, MKT 4310, or ECO 3317 .....	3
MGT 3303 .....	3	MGT 4373 .....	3
MKT 3343 .....	3	MGT 4375 .....	3
FIN 3312 .....	3		
<b>Total</b>	<b>18</b>	<b>Total</b>	<b>15</b>
<b>Senior Year-1<sup>st</sup> Semester</b>	<b>Hours</b>	<b>Senior Year-2<sup>nd</sup> Semester</b>	<b>Hours</b>
RDG 3323 .....	3	EDST 4681 (Student Teaching)* .....	6
CI 4332 .....	3	MGT 3360 .....	3
CI 4370 .....	3	MGT 4371 .....	3
Restricted Advanced Business Elective .....	3	MGT 4335 (WI at Texas State) (Capstone) .....	3
MGT 4390A .....	3		
MGT 4330 or QMST 3334 .....	3		
<b>Total</b>	<b>15</b>	<b>Total</b>	<b>15</b>

\*Although depicted as a class to be taken in this semester, EDST 4681 (Student Teaching) must be taken as the only class for a student's last semester.

### Courses in Management (MGT)

To enroll in upper-division management courses, students must satisfy all prerequisites, be classified as a junior or senior, and be in good academic standing.

**3303 Management of Organizations.** (3-0) 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.

(WI) **3350 Studies in Free Enterprise.** (3-0) The course will focus on developing goal setting, project identification, project planning and management, marketing, financing, and implementing student directed educational programs within the I-35 corridor. The projects are aimed at increasing citizen awareness and understanding of business and economic issues. Prerequisite: Consent of instructor.

(WI) **3353 Business Communication.** (3-0) An introduction to the uses of communication in modern organizations. Provides students the opportunity to gain practice in making decisions involving selection and organization of communication content, in choosing an appropriate medium for presentation of information, and developing an effective writing style. Includes the study of the theory of business communication, including communication models, general semantics, and causes of miscommunication. Prerequisites: ENG 1310, 1320; COMM 1310.

**3360 Studies in Entrepreneurship.** (3-0) 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. Prerequisites: Junior or senior classification.

**3361 Small Business Operations and Financials.** (3-0) A study of funding and financial concepts necessary to effectively operate a successful small business. Students will use the most recent version of Quickbooks to "maintain" working capital and a complete set of books related to running businesses. Prerequisite or co-requisite: MGT 3360.

(WI) **3365 Communication Systems.** (3-0) 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.

(WI) **3375 International Business - Latin America.** Introduce Latin American Business perspectives underlying difference business functions. Latin American Business concepts, processes, and philosophical bases for international operations are emphasized with culture and a global dynamic environment as the basis. A project is required. (MC)

**4315 Business Principles, Issues and Trends.** (3-0) 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.

**4330 Production and Operations Management.** (3-0) A study of the various aspects of managing the production and operational functions of manufacturing and service organizations. Examines plant location, layout of facilities, inventory and cost control, total quality management, work flow planning, productivity, and managerial decision-making tools using an international perspective, simulation, queuing theory, network models, liner programming, and productivity management. Prerequisites: MGT 3303; QMST 2333.

(WI) **4335 Strategic Management and Business Policy.** (3-0) 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) **4340 Quality Management and Beyond.** (3-0) 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) **4350 Business Plan Development.** (3-0) Students work in teams to select, create, and write solid business plans for proposed or “real” businesses. Prerequisite or co-requisite: MGT 3361.

**4351 Applied Entrepreneurship.** (3-0) 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.

**4371 Social Issues in Management.** (3-0) 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.

**4373 Human Resource Management.** (3-0) 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.

**4375 Organizational Behavior and Human Relations.** (3-0) 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.

(WI) **4377 Labor Relations and Collective Bargaining.** (3-0) 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.

**4380 Compensation Management.** (3-0) 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.

(WI) **4390 Special Topics in Management.** (3-0) A course based on emerging and major topics in Management. Emphasis will vary and include entrepreneurship, organizational change, organizational communications, management of behavior and strategic management from both an organizational and managerial perspective. Course may be repeated with a different emphasis. Prerequisite: MGT 3303.

(WI) **4390A Advanced Business Communication.** (3-0)

(WI) **4390B Management of the Digital Enterprise.** (3-0)

**4390C Business Ethics.** (3-0)

**4390D Training and Development.** (3-0)

**4390E Management of New Product Development.** (3-0)

**4390F Issues in Family Business.** (3-0)

**4390G Cross-Cultural Human Relations.** (3-0)

**4390H Effective Leadership.** (3-0)

**4390I Organizational Staffing.** (3-0)

**4390J Organizational Change.** (3-0)

**4395 Management Internship.** (0-15) Integration of professional and academic experience through internship with an external employer. Prerequisites: Junior or senior classification, enrollment subject to availability and approval, credit is pass/fail or grade at department election.

**4399 Independent Study in Management.** (3-0) 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.