

McCoy Hall Room 524
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www.mgt.mccoy.txstate.edu (<http://www.mgt.mccoy.txstate.edu>)

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 focus on 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, non-profit, and governmental organizations. Management majors typically pursue careers in human resource management, retail management, operations and supply chain management, hospital administration, office management, and sales management.

Degree Programs Offered

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

The concentration in Leadership and Decision-Making Studies is designed to develop leadership and decision-making competencies so that students are better prepared to lead individual, teams, and organizations

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.

The minor in Innovation and Entrepreneurship is designed to provide an opportunity for students from all academic disciplines to benefit from developing an entrepreneurial mindset and essential skills such as creative problem-solving, leadership, decision making, critical-thinking, communication, and adaptability.

The minor consists of 18 hours of undergraduate coursework, available to students from across the university.

AACSB Accreditation

The McCoy College of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB). AACSB Accreditation is known, worldwide, as the longest standing, most recognized form of specialized/professional accreditation an institution can earn.

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/>)
- Major in Management (Leadership and Decision-Making Studies Concentration) (<http://mycatalog.txstate.edu/undergraduate/mccoy-business-administration/management/leadership-decision-making-concentration.html>)

Minor

- Innovation and Entrepreneurship (<http://mycatalog.txstate.edu/undergraduate/mccoy-business-administration/management/innovation-entrepreneurship-minor/>)

Courses in Management (MGT)

MGT 3301. Introduction to Management.

This course is an introductory course in management for non-business majors. The course is a fundamental study of management practices in modern organizations. MGT 3301 will not count as an advanced business elective for BBA majors. Prerequisite: A minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin

Grade Mode: Standard Letter

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. Prerequisite: A minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin

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. (WI) Prerequisites: ENG 1310 and [ENG 1320 or ENG 1321] and [COMM 1310 or COMM 2338 or COMM 2315] all with grades of "D" or better and a minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin|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.

Course Attribute(s): Dif Tui- Business Admin

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 2301 or ACC 2361 either with a grade of "D" or better. Corequisite: MGT 3360 with a grade of "D" or better.

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

Course Attribute(s): Dif Tui- Business Admin

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.

Course Attribute(s): Dif Tui- Business Admin

Grade Mode: Standard Letter

MGT 3363. New Venture Creativity and Innovation.

This course explores the critical role of creativity and innovation in the entrepreneurial process. Students will learn strategies for generating creative ideas, transforming concepts into commercially viable products and services, and evaluating the feasibility of new venture opportunities. The course also examines environmental and market factors that influence innovation success, equipping students with the tools to foster innovation in entrepreneurial endeavors. Prerequisite: A minimum 2.0 Overall GPA.

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. (MULT) (WI). Prerequisite: MGT 3303 with a grade of "D" or better and a minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin|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. (WI) Prerequisites: ENG 1310 and [ENG 1320 or ENG 1321] and [COMM 1310 or COMM 2338 or COMM 2315] all with grades of "D" or better and a 2.0 overall GPA.

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

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

Grade Mode: Standard Letter

MGT 4330. Operations Management.

This course is 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. Prerequisite: MGT 3303 or MGT 3301 and [IE 3330 or ANLY 2333 or TECH 3364 or MATH 2328] both with grades of "D" or better and a minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin

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. (Capstone Course) (WI) Prerequisite: MGT 3303 and MKT 3343 and FIN 3312 and [ANLY 2333 or MATH 2328] all with grades of "D" or better and a minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin|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. (WI) Prerequisite: [QMST 2333 or MATH 2328] with a grade of "D" or better and a minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin|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): Dif Tui- Business Admin|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): Dif Tui- Business Admin|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. Prerequisite: MGT 3360 with a grade of "D" or better and instructor approval.

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

Course Attribute(s): Exclude from 3-peat Processing|Dif Tui- Business

Admin|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. Prerequisite: MGT 3303 and PHIL 1320 both with grades of "D" or better.

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

Course Attribute(s): Exclude from 3-peat Processing|Dif Tui- Business

Admin

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

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

Course Attribute(s): Dif Tui- Business Admin|Writing Intensive

Grade Mode: Standard Letter

MGT 4372. Effective Leadership.

This course facilitates the development of leadership capabilities and addresses the complexities, paradoxes, and decision-making 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 and a minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin

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.

Course Attribute(s): Dif Tui- Business Admin

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 and a minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin

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): Dif Tui- Business Admin|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.

Course Attribute(s): Dif Tui- Business Admin

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.

MGT 4373 with a grade of "D" or better.

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

Course Attribute(s): Dif Tui- Business Admin

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.

Course Attribute(s): Dif Tui- Business Admin

Grade Mode: Standard Letter

MGT 4382. 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 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 with a grade of "D" or better and a minimum 2.0 Overall GPA.

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

Course Attribute(s): Dif Tui- Business Admin

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.

Course Attribute(s): Dif Tui- Business Admin

Grade Mode: Standard Letter

MGT 4386. Professional Skills for the Global Workplace.

This course provides a survey of relevant skills necessary for workplace communication in an international work setting. Through discussions, site visits, and application activities, students will leave the course with an understanding and ability to apply these skills in their careers.

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

Course Attribute(s): Dif Tui- Business Admin

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.

(WI) Prerequisite: MGT 3303 and MGT 3353 both with grades of "D" or better.

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

Course Attribute(s): Exclude from 3-peat Processing|Dif Tui- Business Admin|Topics|Writing Intensive

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. (MULT) 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|Dif Tui- Business Admin|Multicultural Content|Topics

Grade Mode: Standard Letter

MGT 4390J. Organizational Change & Decision-Making.

This course presents an overview of the change process and stresses the key decision-making issues involved in reengineering and renewing organizations. Problems dealing with resistance and conflict during major change will be explored. Key decision processes for individuals, teams, and organizations are provided 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|Dif Tui- Business Admin|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|Dif Tui- Business Admin|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 with a grade of "D" or better. Corequisite: MGT 4373 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|Dif Tui- Business Admin|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|Dif Tui- Business Admin|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 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|Dif Tui- Business Admin|Topics

Grade Mode: Standard Letter

MGT 4390W. Intrapreneurship.

This course examines creativity and innovation within existing corporations and companies and explores how intrapreneurship provides a framework for growth and change for competing in the global marketplace.

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

Grade Mode: Standard Letter

MGT 4392. Human Resource Management Internship.

This course provides an integration of professional and academic experience through an HR internship with an external employer. Credit awarded as pass/fail. Prerequisites: MGT 4373 with a grade of "D" or better and instructor approval.

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

Course Attribute(s): Exclude from 3-peat Processing|Dif Tui- Business Admin

Grade Mode: Credit/No Credit

MGT 4393. Entrepreneurial Internship.

This course provides an integration of professional and academic experience through an entrepreneurial internship with an external employer. Credit awarded as pass/fail. Prerequisite: MGT 3360 with a grade of "D" or better and instructor approval.

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

Course Attribute(s): Exclude from 3-peat Processing|Dif Tui- Business Admin

Grade Mode: Credit/No Credit

MGT 4395. Management Internship.

This course provides an integration of professional and academic experience through internship with an external employer. Credit awarded as pass/fail. Prerequisite: Instructor approval.

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

Course Attribute(s): Exclude from 3-peat Processing|Dif Tui- Business Admin

Grade Mode: Credit/No Credit

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: Instructor approval.

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

Course Attribute(s): Exclude from 3-peat Processing|Dif Tui- Business Admin

Grade Mode: Standard Letter