Department of Management

The Department of Management offers an undergraduate degree program with a major in management. Within the management degree, a track in human resource management may also be pursued. The field of management is important to the success of modern organizations. The management courses that are a part of this degree help build understanding of the management process of planning, organizing, leading, and controlling. Courses that focus on these core functions, as well as other skill areas such as ethics and teamwork, position Management graduates for a variety of organizational settings and careers.

To be effective, organizations require engaged and productive employees. The track in human resource management focuses on the effective management of human resources in organizations. Courses in the track focus on key functions such as selection, performance management, and compensation, among others.

Bachelor of Business Administration Degree in Management

The minimum number of semester credit hours required for the Bachelor of Business Administration (B.B.A.) degree in Management is 120, at least 39 of which must be at the upper-division level.

All candidates seeking this degree must fulfill the Core Curriculum requirements, the Common Body of Knowledge (CBK) requirements, and the degree requirements, which are listed below.

Core Curriculum Requirements (42 semester credit hours)

Students seeking the B.B.A. degree in Management must fulfill University Core Curriculum requirements in the same manner as other students.

MAT 1053 and MAT 1133 should be used to satisfy the core requirement in Mathematics (020) and the core requirement in the Component Area Option (090). ECO 2023 should be used to satisfy the core requirement in Social and Behavioral Sciences (080).

MAT 1133 and ECO 2023 may be used to satisfy both Core Curriculum requirements and Common Body of Knowledge (CBK) requirements.

All degrees in the College of Business require 120 hours. If students elect to take a course that satisfies both a Core and COB requirement, students may need to take an additional course to meet the 120 hours.

Core Curriculum Component Area Requirements (http://catalog.utsa.edu/undergraduate/bachelorsdegeregulations/degreerequirements/corecurriculumcomponentarearequirements)

- First Year Experience Requirement 3
- Communication 6
- Mathematics 3
- Life and Physical Sciences 6
- Language, Philosophy and Culture 3
- Creative Arts 3
- American History 6
- Government-Political Science 6

Social and Behavioral Sciences 3
Component Area Option 3
Total Credit Hours 42

Common Body of Knowledge (CBK)

All students seeking a B.B.A. degree in the College of Business must complete the following Common Body of Knowledge (CBK) courses in addition to the Core Curriculum.

- ACC 2013 Principles of Accounting I 3
- ACC 2033 Principles of Accounting II 3
- COM 1053 Business and Professional Speech 3
  or COM 1063 Digital Business Communication
- ECO 2013 Introductory Macroeconomics 3
- ECO 2023 Introductory Microeconomics (satisfies Social and Behavioral Sciences Core Curriculum requirement)
- FIN 3013 Principles of Business Finance 3
- GBA 2013 Legal, Social and Ethical Issues in Business 3
- IS 1403 Business Information Systems Fluency 3
  or IS 1413 Excel for Business Information Systems
- IS 3003 Principles of Information Systems for Management 3
- MAT 1133 Calculus for Business (satisfies Mathematics Core Curriculum requirement, Actuarial Science majors must take MAT 1214 in lieu of MAT 1133) 3
- MGT 3003 Business Communication and Professional Development 3
- MGT 3013 Introduction to Organization Theory, Behavior, and Management 3
- MGT 4893 Management Strategy (taken in semester of graduation) 3
- MKT 3013 Principles of Marketing 3
- MS 1023 Business Statistics with Computer Applications I (Actuarial Science majors must take STA 3003 in lieu of MS 1023) 3
- MS 3043 Business Statistics with Computer Applications II (Actuarial Science majors must take STA 3513 in lieu of MS 3043) 3
- MS 3053 Management Science and Operations Technology 3

Note: Students majoring in Accounting, Actuarial Science, Economics, Finance, Management Science, and Statistics and Data Science are strongly encouraged to select IS 1413 Excel for Business Information Systems.

In addition to the Core Curriculum requirements and requirements from the College of Business Common Body of Knowledge (CBK), all candidates for the degree must complete the following degree requirements.

Gateway Course

Students pursuing the B.B.A. degree in Management must successfully complete the following Gateway Course with a grade of "C-" or better in no more than two attempts. A student who is unable to successfully complete this course within two attempts, including dropping the course with a grade of "W" or taking an equivalent course at another institution, will be required to change his or her major.

MAT 1133 Calculus for Business 3
Degree Requirements (without track)

A. Major Requirements
- MGT 3023 Understanding People and Organizations
- MGT 3613 Managing Human Resources
- MGT 4213 Designing Organizations
- MGT 4923 Leading Organizations and Making Decisions
- MGT 4943 Managing Teams and Avoiding Conflict

B. Support Work in Major
- 6 semester credit hours of upper-division Management electives

C. Additional Support Work
- Option 1: Complete a Business Competency (9 semester credit hours in a competency)
- Option 2: Complete 9 semester credit hours of upper-division business courses

D. Free Electives
- 3 semester credit hours of free electives.

Total Credit Hours: 33

The department recommends MGT 4933 Internship in Management and/or ENT 3123 Innovation and Entrepreneurship.

Degree Requirements for Human Resource Management (HRM) Track

A. Major requirements
- MGT 3023 Understanding People and Organizations
- MGT 3613 Managing Human Resources
- MGT 4213 Designing Organizations
- MGT 4923 Leading Organizations and Making Decisions
- MGT 4943 Managing Teams and Avoiding Conflict

B. Support work in major - HRM Track
- Select four courses from the following:
  - MGT 4413 Performance Management
  - MGT 4613 Compensating Employees
  - MGT 4623 Staffing Organizations
  - MGT 4663 Training and Developing Employees
  - MGT 4803 Managing Human Resources for Competitive Advantage

C. Additional support work
- 3 semester credit hours of upper-division business courses

D. Free Electives
- 3 semester credit hours of free electives.

Total Credit Hours: 33

Students who choose the HRM track may have the designation indicated on their transcript. The track designation will not appear on the diploma.

Recommended Four-Year Academic Plan

First Year
Fall
- AIS 1203 Academic Inquiry and Scholarship (core) 3
- MAT 1053 Mathematics for Business (core) 3
- WRC 1013 Freshman Composition I (Q) (core) 3
- American History (core) 3
- Life & Physical Sciences (core) 3

Spring
- ECO 2023 Introductory Microeconomics (core and CBK) 3
- COM 1053 Business and Professional Speech (CBK) 3
- or COM 1063 Digital Business Communication 3
- IS 1403 Business Information Systems 3
- WS 1413 Business Information Systems 3

Second Year
Fall
- ACC 2013 Principles of Accounting I (CBK) 3
- ECO 2013 Introductory Macroeconomics (CBK) 3
- MS 1023 Business Statistics with Computer Applications I (CBK) 3
- Creative Arts (core) 3
- Language, Philosophy & Culture (core) 3

Spring
- ACC 2023 Principles of Accounting II (CBK) 3
- MGT 3003 Business Communication and Professional Development (CBK) 3
- MS 3043 Business Statistics with Computer Applications II (CBK) 3
- Life & Physical Sciences (core) 3
- Government-Political Science (core) 3

Third Year
Fall
- GBA 2013 Legal, Social and Ethical Issues in Business (CBK) 3

Course Sequence Guide for B.B.A. Degree in Management

This course sequence guide is designed to assist students in completing their UTSA undergraduate business degree requirements. This is a term-by-term sample course guide. Students must satisfy other requirements in their catalog and meet with their academic advisor for an individualized degree plan. Progress within this guide depends upon such factors as course availability, individual student academic preparation, student time management, work obligations, and individual financial considerations. Students may choose to take courses during Summer terms to reduce course loads during long semesters.
Course Sequence Guide for B.B.A. Degree in Management with Human Resource Management Track

This course sequence guide is designed to assist students in completing their UTSA undergraduate business degree requirements. This is a term-by-term sample course guide. Students must satisfy other requirements in their catalog and meet with their academic advisor for an individualized degree plan. Progress within this guide depends upon such factors as course availability, individual student academic preparation, student time management, work obligations, and individual financial considerations. Students may choose to take courses during Summer terms to reduce course loads during long semesters.

### Recommended Four-Year Academic Plan

#### First Year

**Fall**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>AIS 1203</td>
<td>Academic Inquiry and Scholarship (core)</td>
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<tr>
<td>MAT 1053</td>
<td>Mathematics for Business (core)</td>
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</tr>
<tr>
<td>WRC 1013</td>
<td>Freshman Composition I (Q) (core)</td>
<td>3</td>
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<tr>
<td>American History (core)</td>
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<td>3</td>
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<tr>
<td>Life &amp; Physical Sciences (core)</td>
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**Spring**

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<th>Course Code</th>
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<tbody>
<tr>
<td>COM 1053</td>
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<tr>
<td>or COM 1063</td>
<td>or Digital Business Communication</td>
<td>3</td>
</tr>
<tr>
<td>ECO 2023</td>
<td>Introductory Microeconomics (core and CBK)</td>
<td>3</td>
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<tr>
<td>or IS 1413</td>
<td>Business Information Systems</td>
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<tr>
<td>or IS 1403</td>
<td>or Excel for Business Information Systems</td>
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<tr>
<td>MAT 1133</td>
<td>Calculus for Business (core and CBK)</td>
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<tr>
<td>WRC 1023</td>
<td>Freshman Composition II (Q) (core)</td>
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#### Second Year

**Fall**

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<tr>
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<tr>
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<td>Principles of Accounting I (CBK)</td>
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<tr>
<td>ECO 2013</td>
<td>Introductory Macroeconomics (CBK)</td>
<td>3</td>
</tr>
<tr>
<td>MS 1023</td>
<td>Business Statistics with Computer Applications I (CBK)</td>
<td>3</td>
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<tr>
<td>Language, Philosophy &amp; Culture (core)</td>
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<tr>
<td>Creative Arts (core)</td>
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**Spring**

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<tr>
<td>MS 3043</td>
<td>Business Statistics with Computer Applications II (CBK)</td>
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<tr>
<td>MGT 3003</td>
<td>Business Communication and Professional Development (CBK)</td>
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<tr>
<td>MGT 3013</td>
<td>Introduction to Organization Theory, Behavior, and Management (CBK)</td>
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<tr>
<td>Life &amp; Physical Sciences (core)</td>
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#### Third Year

**Fall**

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<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credit Hours</th>
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<tr>
<td>IS 3003</td>
<td>Principles of Information Systems for Management (CBK)</td>
<td>3</td>
</tr>
<tr>
<td>MGT 3023</td>
<td>Understanding People and Organizations (major)</td>
<td>3</td>
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</tbody>
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MAT 1133 and ECO 2023 may be used to satisfy both Core Curriculum requirements and Common Body of Knowledge (CBK) requirements.
Entrepreneurship (ENT) Courses

ENT 3123. Innovation and Entrepreneurship. (3-0) 3 Credit Hours.
Prerequisites: ACC 2013 and ECO 2023 or consent of instructor, Department Chair and Dean of the College. This course introduces students to entrepreneurship, its importance to our economy and society and its role in bringing new ideas to market. Course provides an overview of the basic concepts of entrepreneurship focusing on the nature, environment, and risks of new business formation. Topics include opportunity recognition, innovation, market assessment, intellectual property, and financing the product or service idea. Course Fees: BISP $20; BTSI $15; LRB1 $21.

ENT 4123. Commercialization and Enterprise Planning. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003, MGT 3013, and a declared major in the College of Business or approval of Department Chair and Dean of the College. This course offers students a step-by-step instruction in how to develop a business plan for commercialization or enterprise development. The students will learn to present and defend their plan as Venture Capitalists would expect from a pitch. The course emphasizes the plan components, format, marketing and financial projections. Generally offered: Fall, Spring. Course Fees: BISP $20; BTSI $15; LRB1 $21.

ENT 4223. Managing the Entrepreneurial Team. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003, ENT 4123, and a declared major in the College of Business or approval of Department Chair and Dean of the College. This course examines how to recruit, manage and lead an entrepreneurial team. Particular emphasis will be placed on improving students communications and collaboration skills in a cross-functional team context. Students will also explore evolving, collaborative approaches employed by companies to accelerate innovations by using customers, suppliers, partners and other organizations outside the four walls of a company. Course Fees: BISP $20; BTSI $15; LRB1 $21.

ENT 4623. Tools and Objectives of the Social Enterprise. (3-0) 3 Credit Hours.
Prerequisite: Declared major in the College of Business or approval of Department Chair and Dean of the College. This course investigates the distinctive characteristics of the social enterprise and social entrepreneurs. Examines the role of innovation, the for-profit and not-for-profit models of the social enterprise as well as the corporate structure known as the "B Corporation." Develops ability to evaluate, plan and manage a social enterprise. Course Fees: BISP $20; BTSI $15; LRB1 $21.

ENT 4723. Essentials of Global Entrepreneurship. (3-0) 3 Credit Hours.
Prerequisite: Declared major in the College of Business or approval of Department Chair and Dean of the College. This course examines the importance of the entrepreneurial venture in a changing world; explores the economic, political, cultural and technological differences in operating a business in a global versus a domestic environment; and introduces the concepts related to emerging economy entrepreneurs. Course Fees: BISP $20; BTSI $15; LRB1 $21.
ENT 4903. Business Venture Practicum. (3-0) 3 Credit Hours.
Prerequisites: ENT 4123, a declared major in the College of Business and permission from the instructor. This practicum will allow students to gain valuable experience. Drawing on resources from the College of Business, local business, entrepreneurs, and the broader business community, this practicum will give students the chance to solve real world entrepreneurship problems through competition, consultation, or other applied and comprehensive projects. Formerly titled "Practicum in Small Business and Entrepreneurship." Generally offered: Fall, Spring. Course Fees: BISP $20; BTSI $15; LRB1 $21.

ENT 4911. Independent Study. (0-0) 1 Credit Hour.
Prerequisites: ENT 4873, a 3.0 College of Business grade point average and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for required forms. Independent reading, research, discussion, and/or writing under the direction of a faculty member. May be repeated for credit, but not more than 6 semester credit hours of independent study, regardless of discipline, will apply to a bachelor's degree. Course Fees: BISP $20; BTSI $15.

ENT 4912. Independent Study. (0-0) 2 Credit Hours.
Prerequisites: ENT 4873, a 3.0 College of Business grade point average and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for required forms. Independent reading, research, discussion, and/or writing under the direction of a faculty member. May be repeated for credit, but not more than 6 semester credit hours of independent study, regardless of discipline, will apply to a bachelor's degree. Course Fees: BISP $20; BTSI $15.

ENT 4913. Independent Study. (0-0) 3 Credit Hours.
Prerequisites: ENT 4873, a 3.0 College of Business grade point average and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for required forms. Independent reading, research, discussion, and/or writing under the direction of a faculty member. May be repeated for credit, but not more than 6 semester credit hours of independent study, regardless of discipline, will apply to a bachelor's degree. Course Fees: BISP $20; BTSI $15.

ENT 4933. Internship in Entrepreneurship. (0-0) 3 Credit Hours.
Prerequisites: ENT 4873 and 6 additional semester credit hours of Entrepreneurship (ENT) courses, a 2.5 UTSA grade point average, and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for additional requirements and required forms. The opportunity for entrepreneurial work experience. Requires a semester-long experience in private business or a not-for-profit enterprise and a written component. Opportunities and output requirements are developed in consultation with a faculty advisor and the Department Chair and require approval of both. Internship may be repeated once (for a total of 6 semester credit hours), provided the internships are with different organizations. Course Fees: BISP $20; BTSI $15.

ENT 4951. Special Studies in Entrepreneurship. (1-0) 1 Credit Hour.
Prerequisites: ENT 4873 and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor's degree. Course Fees: BISP $20; BTSI $15; LRB1 $21.

ENT 4952. Special Studies in Entrepreneurship. (2-0) 2 Credit Hours.
Prerequisites: ENT 4873 and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor's degree. Course Fees: BISP $20; BTSI $15; LRB1 $21.

ENT 4953. Special Studies in Entrepreneurship. (3-0) 3 Credit Hours.
Prerequisites: ENT 4873 and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor's degree. Generally offered: Spring. Course Fees: BISP $20; BTSI $15; LRB1 $21.

Management (MGT) Courses

MGT 3003. Business Communication and Professional Development. (3-0) 3 Credit Hours.
Prerequisites: COM 1043 or COM 1053 or COM 1063, WRC 1023, and classified as a prebusiness or declared major in the College of Business or approval of Department Chair and Dean of the College. This course examines basic interpersonal communication processes within written and oral channels, with practical applications for the business environment. Issues regarding cross-cultural communication, crisis communication, and ethical considerations in business are discussed. The course emphasizes three areas: 1) planning, researching, organizing, writing, editing, and revising business-related documents; 2) planning, organizing, and delivering oral presentations in a business setting; and 3) preparing for professional success in the business world, including career planning, networking, job searching, résumé preparation, and job application and interviewing. Written assignments are required. (Formerly MGT 3043. Credit cannot be earned for both MGT 3003 and MGT 3043.) Generally offered: Fall, Spring, Summer. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 3013. Introduction to Organization Theory, Behavior, and Management. (3-0) 3 Credit Hours.
A study of the complex role managers play in creating and maintaining organizations. Organization theory and behavior are explored within the context of changing technological, social, and political/legal environments and the internationalization of the economy. Some introduction to strategic analysis, planning, and decision making. Attention is given to the ethical dimensions of management and social responsibility. Generally offered: Fall, Spring, Summer. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 3023. Understanding People and Organizations. (3-0) 3 Credit Hours.
Prerequisite: MGT 3013 with a grade of "C-" or better. A critical examination of behavioral theory as it relates to the management of individuals, dyads, and groups in organizations. Investigation of the organization as an open system of tasks, structures, tools, and people in states of continuous change. Generally offered: Fall, Spring, Summer. Course Fees: BISP $20; BTSI $15; LRB1 $21.
MGT 3123. Organizational Communication. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 and MGT 3013 with a grade of "C-" or better, and a declared major in the College of Business or approval of Department Chair and Dean of the College. Theory and research in organizational communication. The course will examine the barriers to effective organizational communication; group communication and decision making; and information flows through the formal and informal networks of organizations. The course will also stress the means of evaluating organizational communication effectiveness. (Same as COM 3893. Credit cannot be earned for both MGT 3123 and COM 3893.) Generally offered: Fall, Spring, Summer. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 3253. Interpersonal Communication. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. Theory and research of communication in personal and professional settings. The course stresses the social context of communication and emphasizes skills, knowledge, and motivation of verbal and nonverbal interactions. (Same as COM 3383. Credit cannot be earned for both MGT 3253 and COM 3383.) Generally offered: Fall, Spring, Summer. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 3613. Managing Human Resources. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. Analysis of how organizations attract, motivate, develop, and retain employees, and how they interact with organizations representing employees. Designed to provide students with an opportunity to understand the functional areas of human resource management and the integration of these functions into an effective and efficient human resource management system. Generally offered: Fall, Spring, Summer. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4023. Business Plan. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 and MGT 3013 or consent of the instructor. This course will provide students with an understanding of the skills, knowledge and abilities needed to be successful leaders in the dynamic, complex and rewarding field of healthcare management. Topics include the economic, regulatory, political and social framework of the healthcare industry, as well as the roles and expectations of managers in planning, organizing, coordinating and overseeing the delivery of healthcare services. A broad spectrum of healthcare organizations and settings will be included with emphasis on practical relevance and interaction with local healthcare organizations. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4213. Designing Organizations. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003, MGT 3013, and MGT 3023 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. This course will provide students with an understanding of the skills, knowledge and abilities needed to be successful leaders in the dynamic, complex and rewarding field of healthcare management. Topics include the economic, regulatory, political and social framework of the healthcare industry, as well as the roles and expectations of managers in planning, organizing, coordinating and overseeing the delivery of healthcare services. A broad spectrum of healthcare organizations and settings will be included with emphasis on practical relevance and interaction with local healthcare organizations. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 3803. Comparative International Management Practices. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 and MGT 3013, with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. The study of management practices of other countries, including their cultural, social, political and legal, and industrial economic perspectives. Emphasis on different international regions at different times and their impact on American and global management practices. Generally offered: Fall, Spring, Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4083. Introduction to Healthcare Management. (3-0) 3 Credit Hours.
Prerequisite: Junior or senior standing, or consent of the instructor. This course will provide students with an understanding of the skills, knowledge and abilities needed to be successful leaders in the dynamic, complex and rewarding field of healthcare management. Topics include the economic, regulatory, political and social framework of the healthcare industry, as well as the roles and expectations of managers in planning, organizing, coordinating and overseeing the delivery of healthcare services. A broad spectrum of healthcare organizations and settings will be included with emphasis on practical relevance and interaction with local healthcare organizations. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4413. Performance Management. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 and MGT 3013 or consent of the instructor. This course will provide students with an understanding of the skills, knowledge and abilities needed to be successful negotiators in management and organizations. Topics include dyadic negotiation, multi-party negotiation, dispute resolution, and persuasion and influence. A broad spectrum of organizational and business settings will be used for students to experience and learn theory and practical skills when negotiating. Course Fees: BISP $20; BTSI $15; LRB1 $21.
MGT 4613. Compensating Employees. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. Analyzing, developing, implementing, administering, and performing ongoing evaluation of a total compensation and benefits system for all employee groups consistent with organizational goals. (Formerly MGT 3623. Credit cannot be earned for both MGT 4613 and MGT 3623.) Generally offered: Fall. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4623. Staffing Organizations. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. Planning, developing, implementing, administering, and performing ongoing evaluation of recruiting, hiring, orientation, and organizational exit to ensure that the workforce will meet the organization's goals and objectives. Generally Offered: Fall. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4643. Human Resources Law. (3-0) 3 Credit Hours.  
Prerequisites: BLW 3013 and MGT 3003 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. An analysis of historical and contemporary laws in the United States that affect the human resource management function. Integration of labor and employment law with the social and economic forces shaping the current labor-management environment. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4663. Training and Developing Employees. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. The processes of ensuring that the skills, knowledge, abilities, and performance of the workforce meet the current and future organizational and individual needs through developing, implementing, and evaluating activities and programs addressing employee training and development, change and performance management, and the unique needs of particular employee groups. Generally offered: Spring. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4803. Managing Human Resources for Competitive Advantage. (3-0) 3 Credit Hours.  
Prerequisites: A grade of "C-" or better in MGT 3003, MGT 3613, and one of the following: MGT 4613, MGT 4623, or MGT 4663; and a declared major in the College of Business or approval of Department Chair and Dean of the College. Analysis of how human resource management might aid in developing competitive advantage and what might be done to fulfill this potential. Emphasis is on the processes and activities used to formulate HR objectives, practices, and policies to meet the short-range and long-range organizational needs and opportunities, to guide and lead the change process, and to evaluate the contributions of human resources to organizational effectiveness. (Formerly titled "Strategic Human Resources Management.") Generally offered: Spring. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4893. Management Strategy. (3-0) 3 Credit Hours.  
Prerequisites: FIN 3013 and MGT 3003; College of Business declared major in semester of graduation. Students are also required to meet all University regulations related to good academic standing and maintain a minimum grade point average of 2.0 in UTSA College of Business courses. Permission given through the academic advisor before registration. A study of the analytic tools and processes involved in the formulation and implementation of strategic choices in realistic organizational settings. Students are required to integrate their functional knowledge and understanding of the global environment with the concepts and principles of strategic management to determine effective ways to resolve complex problems concerning the relationship between the total organization and its environment. Creative analytical skills and effective communication in light of current management thinking are emphasized. Generally offered: Fall, Spring, Summer. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4913. Independent Study. (0-0) 3 Credit Hours.  
Prerequisites: A 3.0 College of Business grade point average, MGT 3003 and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for required forms. Independent reading, research, discussion, and/or writing under the direction of a faculty member. May be repeated for credit, but not more than 6 semester credit hours of independent study, regardless of discipline, will apply to a bachelor's degree. Course Fees: BISP $20; BTSI $15.

MGT 4923. Leading Organizations and Making Decisions. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3013 with a grade of "C-" or better and a declared major in the College of Business or department or instructor approval. This is an advanced course focusing on traditional and contemporary perspectives on leadership. Because the leader is seen as a decision maker, individual and organizational issues surrounding effective decision making are also addressed in detail. Generally offered: Fall, Spring, Summer. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4933. Internship in Management. (0-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3013 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. This opportunity for managerial work experience requires a semester-long experience in a private business or with a public agency. A written report is required. Opportunities and output requirements are developed in consultation with a faculty advisor and the Department Chair and require approval of both. Internship may be repeated once (for a total of 6 semester credit hours), provided the internships are with different organizations. Generally offered: Fall, Spring, and Summer. Course Fees: BISP $20; BTSI $15.

MGT 4943. Managing Teams and Avoiding Conflict. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3013 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. This is an advanced course focused on building the skills necessary to work effectively as part of a team. Conflict resolution techniques and effective negotiation techniques are examined in detail. (Previously titled Managing Effective Teams and Resolving Conflicts.) Generally offered: Fall, Spring, Summer. Course Fees: BISP $20; BTSI $15; LRB1 $21.
MGT 4951. Special Studies in Management. (1-0) 1 Credit Hour.
Prerequisites: MGT 3003 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor's degree. Course Fees: BISP $20; BTSI $15; LRB1 $21.

MGT 4953. Special Studies in Management. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor's degree. Generally offered: Spring. Course Fees: BISP $20; BTSI $15; LRB1 $21.