

# MANAGEMENT (MGT)

## Management (MGT) Courses

### **MGT 3003. Business Communication and Professional Development. (3-0) 3 Credit Hours.**

Prerequisite: WRC 1013; student must be classified as a business studies student, declared major in the Carlos Alvarez College of Business, or have approval from the Department Chair. This course examines basic professional and communication skills with practical applications for the business environment. The course emphasizes two areas: 1) applying analytical thinking and related skills to the formulation of communications in support of business decision processes; and 2) developing professional competencies, with special emphasis on career readiness. Written assignments are required. (Formerly MGT 3043. Credit cannot be earned for both MGT 3003 and MGT 3043.) Generally offered: Fall, Spring, Summer. This course has Differential Tuition. Course Fee: DL01 \$75.

### **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 innovation, changing technological, social, and political/legal environments and the internationalization of the economy. Some introduction to entrepreneurship, strategic analysis, planning, and decision making. Attention is given to the ethical dimensions of management and social responsibility. Generally offered: Fall, Spring, Summer. This course has Differential Tuition. Course Fee: DL01 \$75.

### **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. This course has Differential Tuition. Course Fee: DL01 \$75.

### **MGT 3100. Signature Experience. (0-0) 0 Credit Hours.**

The Signature Experience in the Department of Management is designed to enhance a student's degree program with a project in a category of their choice. Projects may include activities focused on leadership, research, competitions, global studies, peer mentoring, community outreach, and more. Students will work with a faculty and/or staff advisor during their Signature Experience and submit a portfolio piece that reflects their work. Details can be found on the college website.

### **MGT 3123. Organizational Communication. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3013 with a grade of "C-" or better, and a declared major in the Carlos Alvarez College of Business or approval of Department Chair. 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. This course has Differential Tuition. Course Fee: DL01 \$75.

### **MGT 3253. Interpersonal Communication. (3-0) 3 Credit Hours.**

Prerequisite: A declared major in the Carlos Alvarez College of Business or approval of Department Chair. 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. This course has Differential Tuition. Course Fee: DL01 \$75.

### **MGT 3613. Managing Human Resources. (3-0) 3 Credit Hours.**

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. This course has Differential Tuition. Course Fee: DL01 \$75.

### **MGT 4073. International Management. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3013 with a grade of "C-" or better and a declared major in the Carlos Alvarez College of Business or approval of Department Chair. A study of business and management practices in a global context. Topics include an introduction to international management, the role of the cultural, legal, and political environments in shaping management decision making, current developments in forming global business strategies, organizational designs, cross-cultural staffing, global communications and managerial control methodologies. Emphasis on thinking globally and competitively. Generally offered: Fall, Spring, Summer. This course has Differential Tuition. Course Fee: DL01 \$75.

### **MGT 4083. Comparative International Management Practices. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3003 and MGT 3013, with a grade of "C-" or better and a declared major in the Carlos Alvarez College of Business or approval of Department Chair. 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. This course has Differential Tuition.

### **MGT 4103. 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. This course has Differential Tuition.

### **MGT 4213. Designing Organizations. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3003, MGT 3013, and MGT 3023 with a grade of "C-" or better and a declared major in the Carlos Alvarez College of Business or approval of Department Chair. Study of the antecedents and consequences of organizational design and structure. Emphasis on the implications for managing behavior in a rapidly changing global environment. Generally offered: Fall, Spring, Summer. This course has Differential Tuition. Course Fee: DL01 \$75.

**MGT 4413. Performance Management. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3003 and MGT 3613 or consent of the instructor. This course examines the effective management of people in the contemporary workplace. Types of performance criteria and the development of each will be covered. Diagnosis of the causes of performance and the evaluation of performance will be examined. Providing feedback, dealing with feedback, and approaches to improving performance will be addressed. Contextual factors such as organizational strategy, hiring practices, and the legal framework will also be considered. The course will emphasize both conceptual understanding and application. This course has Differential Tuition. Course Fee: DL01 \$75.

**MGT 4433. Introduction to Business Negotiations. (3-0) 3 Credit Hours.**

Prerequisite: 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. This course has Differential Tuition. Course Fee: BISP \$10; BTSI \$15.41; LRB1 \$15.41.

**MGT 4613. Compensating Employees. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the Carlos Alvarez College of Business or approval from the Department Chair. 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.) This course has Differential Tuition. Course Fee: DL01 \$75.

**MGT 4623. Staffing Organizations. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the Carlos Alvarez College of Business or approval from the Department Chair. 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. This course has Differential Tuition. Course Fee: DL01 \$75.

**MGT 4643. Employee and Labor Relations. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the Carlos Alvarez College of Business or approval of the Department Chair. 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. This course has Differential Tuition.

**MGT 4663. Training and Developing Employees. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the Carlos Alvarez College of Business or approval from the Department Chair. 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. This course has Differential Tuition.

**MGT 4683. Inclusive Practices in Organizations. (3-0) 3 Credit Hours.**

Prerequisite: A grade of "C-" or better in MGT 3003, MGT 3613, and a declared major in the Carlos Alvarez College of Business. This course provides an analysis of the management of diversity, equity, and inclusion in organizations. It presents an evolution of practices within a business setting, examines the concept of inclusive climates, and frames diversity in terms of current business and cultural challenges. This course has Differential Tuition.

**MGT 4803. Managing Human Resources for Competitive Advantage. (3-0) 3 Credit Hours.**

Prerequisite: A grade of "C-" or better in MGT 3003 and MGT 3613, a declared major in the Carlos Alvarez College of Business, or approval from the Department Chair. This course examines how human resource management aids in developing an organization's competitive advantage. Emphasis is on the processes and activities used to formulate HR objectives, practices, and policies to meet the organizational needs and opportunities, guide and lead the change process, and evaluate the contributions of HR to organizational effectiveness. Emphasis is on human resources information systems (HRIS) and human resources data analytics. This course has Differential Tuition.

**MGT 4893. Management Strategy. (3-0) 3 Credit Hours.**

Prerequisite: Successful completion of all courses in the Business Common Body of Knowledge (CBK), except MS 3053 and FIN 3013, which may be taken concurrently; senior standing and Carlos Alvarez College of Business declared major. 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. This course has Differential Tuition. Course Fee: DL01 \$75.

**MGT 4913. Independent Study. (0-0) 3 Credit Hours.**

Prerequisite: A 3.0 Carlos Alvarez College of Business grade point average, MGT 3003, and permission in writing from the instructor and the Department Chair. 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. This course has Differential Tuition.

**MGT 4923. Leading Organizations and Making Decisions. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3003 and MGT 3013 with a grade of "C-" or better and a declared major in the Carlos Alvarez College of Business 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. This course has Differential Tuition. Course Fee: DL01 \$75.

**MGT 4933. Internship in Management. (0-0) 3 Credit Hours.**

Prerequisite: MGT 3003, a 2.5 UTSA grade point average, 6 semester credit hours of management courses, and permission in writing from the instructor, the Department Chair, and the Associate/Assistant Dean of Undergraduate Studies in the Carlos Alvarez College of Business (see academic advisor for required forms and additional requirements). 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. This course has Differential Tuition.

**MGT 4943. Managing Teams and Conflict. (3-0) 3 Credit Hours.**

Prerequisite: MGT 3003 and MGT 3013 with a grade of "C-" or better and a declared major in the Carlos Alvarez College of Business or approval from the Department Chair. 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.) This course has Differential Tuition. Course Fee: DL01 \$75.

**MGT 4951. Special Studies in Management. (1-0) 1 Credit Hour.**

Prerequisite: A declared major in the Carlos Alvarez College of Business or approval from the Department Chair. 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. This course has Differential Tuition.

**MGT 4953. Special Studies in Management. (3-0) 3 Credit Hours.**

Prerequisite: A declared major in the Carlos Alvarez College of Business or approval of Department Chair. 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. This course has Differential Tuition.