MGT 3003. Business Communication and Professional Development. (3-0) 3 Credit Hours.
Prerequisites: COM 1043 or COM 1053 or COM 1063 or WRC 1023, and classified as a business studies student or declared major in the College of Business, or approval of Department Chair and Dean of the College. 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. Differential Tuition: $126. 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 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. Differential Tuition: $126. 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. Differential Tuition: $126. Course Fee: DL01 $75.

MGT 3123. Organizational Communication. (3-0) 3 Credit Hours.
Prerequisites: 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. Differential Tuition: $126.

MGT 3253. Interpersonal Communication. (3-0) 3 Credit Hours.
Prerequisites: 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. Differential Tuition: $126. Course Fee: DL01 $75.

MGT 3613. Managing Human Resources. (3-0) 3 Credit Hours.
Prerequisites: 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. 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. Differential Tuition: $126. Course Fee: DL01 $75.

MGT 4073. International Management. (3-0) 3 Credit Hours.
Prerequisites: 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. 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/ethical 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. Differential Tuition: $126.

MGT 4083. 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. Differential Tuition: $126.

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. Differential Tuition: $126.

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. 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. Differential Tuition: $126. Course Fee: DL01 $75.
MGT 4413. Performance Management. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 and MGT 3013 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. Differential Tuition: $126. Course Fee: DL01 $75.

MGT 4433. Introduction to Business Negotiations. (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, multiparty 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. Differential Tuition: $126.

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. Differential Tuition: $126.

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 recruitment, hiring, orientation, and organizational exit to ensure that the workforce will meet the organization's goals and objectives. Generally offered: Fall. Differential Tuition: $126. Course Fee: DL01 $75.

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. Differential Tuition: $126.

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. Differential Tuition: $126.

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. Differential Tuition: $126.

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. Differential Tuition: $126. Course Fee: DL01 $75.

MGT 4913. Independent Study. (0-0) 3 Credit Hours.
Prerequisites: MGT 3003 and a 2.5 UTSA grade point average, 6 semester credit hours of management courses, and permission in writing from 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. Differential Tuition: $126.

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. Differential Tuition: $126. Course Fee: DL01 $75.

MGT 4933. Internship in Management. (0-0) 3 Credit Hours.
Prerequisites: 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 Dean of the College of Business. 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. Differential Tuition: $126.
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. Differential Tuition: $126. Course Fee: DL01 $75.

MGT 4951. Special Studies in Management. (1-0) 1 Credit Hour.
Prerequisites: 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. Differential Tuition: $42.

MGT 4953. Special Studies in Management. (3-0) 3 Credit Hours.
Prerequisites: 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. Differential Tuition: $126.