

# Management

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Management Web Site (<http://www.tamuc.edu/academics/colleges/business/departments/marketingManagement/default.aspx>)

The Management Department produces professionals who are able to lead people and manage resources to create value. We do this by developing marketable skills through high-quality delivery of content and engagement with external stakeholders. The Department of Management offers the Bachelor of Business Administration (B.B.A.) degree with the option of two majors: Management or General Business. We also offer a Bachelor of Science in Business Administration (B.S.) with a required Interdisciplinary Studies minor.

*To earn a degree in these areas, a student must:*

1. meet all University requirements previously specified;
2. satisfy Core Curriculum Requirements (<https://coursecatalog.tamuc.edu/undergrad/core-curriculum-requirements/>) and
3. complete courses in the College of Business core curriculum (refer to those sections of this catalog).

In addition, courses in the major must be completed as shown in each section below. Also, for graduation, a 2.0 (C) grade point average must be achieved overall and in each course in the College of Business.

Business Administration B.S. Major with Minor in Interdisciplinary Studies (<https://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-business/management/business-administration/>)

General Business B.B.A. (<https://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-business/management/general-business-bba/>)

General Business Minor (<https://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-business/management/general-business-minor/>)

International Business Minor (<https://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-business/management/international-business-minor/>)

International Studies Minor (<https://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-business/management/international-studies-minor/>)

Management B.B.A. (<https://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-business/management/management-bba/>)

Corporate Management Minor (<https://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-business/management/corporate-management-minor/>)

Entrepreneurship Minor ([https://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-business/management/corporate\\_management\\_minor/entrepreneurship\\_minor/](https://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-business/management/corporate_management_minor/entrepreneurship_minor/))

## **MGT 301 - Legal Environment of Business**

Hours: 3

A study of the legal environment and aspects of commerce, including administrative law, trade restraints, price discrimination, labor and employment law, common and statutory liability and regulation of professionals, elements of contract and tort law, as well as an analysis of basic principles of the foreign and international aspects of business and commerce. Prerequisites: Junior Standing.

## **MGT 303 - Business Communications**

Hours: 3

A study of the fundamentals of writing both formal and informal reports, utilizing primary and secondary research. A team approach is used for problem solving and process improvement. Included is the study of life-long learning skills as related to interpersonal communication and intercultural business communication Prerequisites: Junior standing.

## **MGT 305 - Principles of Management**

Hours: 3

This course provides a comprehensive overview of the general field of management. Its purpose is to familiarize students with basic management concepts and provide insight regarding effective management practices. In addition to closely examining the four basic functions of management—planning, leading, organizing, and controlling—topics such as organizational structure and design, communication, motivation and rewards, leadership, groups and teams, and organizational change and innovation will also be explored. Prerequisites: Junior standing.

**MGT 307 - Operations Management**

Hours: 3

This course is an introduction to the concepts, principles, problems, and practices of operations management. Emphasis is on managerial processes for effective operations in both goods-producing and service-rendering organizations. Topics include operations strategy, process design, capacity planning, facilities location and design, forecasting, production scheduling, inventory control, quality assurance, and project management. The topics are integrated using a systems model of the operations of an organization. Prerequisites: Junior standing, BUSA 128 or BUSA 1305 or MIS 128 or CSCI 126 or COSC 1301.

**MGT 308 - Entrepreneurship**

Hours: 3

This course introduces students to the challenges of owning, operating, and marketing a successful small business and the need for entrepreneurial focus in large firms. Prerequisites: Junior standing, MGT 305, MKT 306 or permission of instructor.

**MGT 315 - Organizational Behavior**

Hours: 3

This course introduces students to basic theories and models of management and human behavior in professional organizations. Specifically, the course focuses on three levels of analyses – individual, group and organizational. Specific topics such as personality and individual differences, motivation, leadership, groups and teams, and organizational behavior in global contexts will be covered in detail. Prerequisites: Junior standing.

**MGT 330 - The Entrepreneur**

Hours: 3

This course is geared towards gaining theoretical and applied understanding of the entrepreneur and entrepreneurial lifestyle. In particular, this course addresses the implications of personality, attitudes, ethical challenges, environmental scanning and opportunity recognition mind-frame, biases and heuristics, decision-making processes, on the life of an entrepreneur. Prerequisites: Junior standing.

**MGT 340 - Quality Management and Improvement**

Hours: 3

This course examines (1) the primary tools and methods used to monitor and control quality in organizations and (2) the ways in which quality can be improved. Included in the course are such topics as the historical development of quality management, the seven basic tools for quality improvement, and management strategies for implementing world class quality improvement strategies. Emphasis is also given to control chart analysis and process capability study. Prerequisites: Junior standing.

**MGT 350 - Corporate Governance & Sustainability**

Hours: 3

The class presents an in-depth examination of the issues related to corporate governance in an ethical society. General theories of governance provide a foundation for an examination of the role governance decisions play in promoting the long-run sustainability of the community in which the firm operates. Global comparative analysis will help identify best practices in internal and external governance mechanisms. Prerequisites: Junior standing.

**MGT 360 - Sustainable Leadership**

Hours: 3

This course explores the dynamic intersection of leadership principles and sustainable practices. Students explore the multifaceted world of leadership through the lens of sustainability, gaining a comprehensive understanding of how effective leadership can drive positive environmental, social, and economic outcomes. Students will develop the skills and knowledge necessary to navigate contemporary, complex challenges, while promoting sustainability at all levels of society and organizations. Prerequisites: Junior standing.

**MGT 370 - New Venture Management**

Hours: 3

The purpose of this course is to teach students about the opportunity recognition, analysis and exploitation process. Students will learn to scan the environment for opportunities and develop a business plan to help assess the opportunity (market research, market segmentation, industry, competition and financial analysis) and to develop comprehensive plans to exploit the identified opportunity (marketing, operation and financial plan). Prerequisites: Junior standing.

**MGT 380 - International Management and Business**

Hours: 3

This course is designed to give students a fundamental understanding of the environment in which international business operates and of the management practices required to compete successfully in global markets. Prerequisites: Junior standing.

**MGT 389 - Independent Study**

Hours: 0-4

Independent Study. One to four semester hours. Individualized instruction/research at an advanced level in a specialized content area under the direction of a faculty member. May be repeated when the topic varies. Prerequisite: Consent of department head.

**MGT 390 - Project Management**

Hours: 3

This course is geared towards teaching students the fundamentals of project management based on the Project Management Body of Knowledge developed by the Project Management Institute. In particular, students will learn about scope, time, cost, quality, human resource, communication and procurement management and develop a comprehensive project plan accordingly. Prerequisites: Junior Standing.

**MGT 394 - Human Resource Management**

Hours: 3

This course provides a study of principles, policies and practices related to staffing, employee development, compensation, employee and labor relations in profit, not for-profit, domestic and international organizations. Prerequisites: Junior standing.

**MGT 397 - SPECIAL TOPICS**

Hours: 0-4

Organized class. May be repeated when topics vary.

**MGT 410 - Family Business**

Hours: 3

Students will explore the business, personal and family issues found in managing an established family business on a day-to-day basis, and planning for the future. These issues include values, life cycles, marketing strategies, succession, conflict resolution, communications, legal, and financial aspects, estate planning, governance and philanthropy. Prerequisites: Junior standing.

**MGT 422 - Electronic Commerce**

Hours: 3

Electronic Commerce. Three semester hours. (Same as MKT 422) This course exposes students to key strategic management applications relevant to the use of Internet technologies. The goal of the course is to provide students the necessary background of strategic management concepts, technologies, and applications required of businesses wanting to become actively involved in the rapidly growing electronic commerce industry. Some exposure to technical issues will also be provided. Prerequisite: Senior standing.

**MGT 430 - Contemporary Management Challenges**

Hours: 3

In today's rapidly evolving business landscape, the role of management has become more complex and challenging than ever before. Through critical thinking and collaborative problem-solving, students will explore the intersection of traditional management principles and the unique challenges posed in today's workplace. An emphasis is on developing applied skills required in contemporary organizations. Students will be well-prepared to tackle the diverse and evolving challenges faced by contemporary managers, fostering their growth as effective and responsible leaders in the business world. Prerequisites: Junior Standing.

**MGT 431 - Internship**

Hours: 0-3

This course provides an opportunity for selected students to earn elective credits in Management through supervised work experience with area business firms under the supervision of a faculty member. Prerequisites: Approval of the department head.

**MGT 439 - Business Strategy**

Hours: 3

This course provides a business capstone for the study of the overall functioning of various types of organizations. This course includes a brief study of strategic planning including mission statement development, analysis of external environments and internal organizational factors, development of strategic alternatives, selection of appropriate alternatives, implementation of strategies, and competitive strategies and dynamics. Special emphases are given to the integration and coordination of the functional areas within the enterprise. The case method and/or a business simulation will be used to provide practical experience in analysis and decision making in the solution of business problems. Prerequisites: Senior standing; FIN 304; ECO 302; MGT 305, MGT 307; MKT 306.

**MGT 441 - Purchasing & Supply Mgmt**

Hours: 3

Purchasing and Supply Management. Three semester hours. This course examines the responsibilities related to managing the flow of materials and services into organizations. Traditional purchasing activities of global sourcing, bidding, contract administration and materials management are included in the course. particular focus is given to the strategic issues of managing the supply function and the creative purchasing activities of developing buying strategy, supply research, economic analysis, value analysis, supplier certification and evaluation, and information systems analysis. Prerequisite: Junior standing and MGT 307.

**MGT 445 - Retail Management**

Hours: 3

(Same as MKT 445) This is a survey course dealing with managerial principles and practices of retail operation, including store location and layout, buying pricing, promotion, services, and inventory control. Prerequisite: MKT 306, MGT 305.

**MGT 488 - Strategy**

Hours: 0

**MGT 489 - Independent Study**

Hours: 1-4

Individualized instruction/research at an advanced level in a specialized content area under the direction of a faculty member. May be repeated when the topic varies. Prerequisite: Consent of department head.

**MGT 490 - H Honors Thesis**

Hours: 3

Honors Thesis. Six semester hours.

**MGT 491 - H HONORS READINGS**

Hours: 3

Honors Reading. Three semester hours.

**MGT 497 - Special Topic**

Hours: 1-4

Organized class. May be repeated when topics vary.

**MGT 499 - Comp Exam in Management**

Hours: 0