

UNT College of Business

Accelerated Online MBA | Organizational Behavior and Human Resource Management



Upon completion of an MBA program through the Department of Management, you will have developed the knowledge, skills, and abilities necessary to market yourself in a wide array of careers. The concentration in Organizational Behavior and Human Resource Management further supports growth and development from two perspectives. First, individuals with established career paths will have the opportunity to gain the broader, more general perspectives necessary for promotion to top managerial positions. Second, as a professional, such as a talent acquisition manager, training and development specialist, equal employment opportunity compliance officer, or compensation and benefits manager, you will find your career specialization reinforced with this degree.

An MBA with a concentration in Organizational Behavior and Human Resource Management examines the business organization in terms of structure, process, and behavior. The concentration's primary focus is on human resources and their value-added contribution to a firm's competitive advantage. This concentration includes seminars that cover the practices and skills necessary for engaging human resources as business partners via primary human resources management functions, such as talent acquisition, individual development, succession forecasting and planning, total rewards design, and grievance management. Other seminars provide an in-depth study of organizational learning and development, change management, and leadership. An MBA in Organizational Behavior and Human Resource Management will better prepare you for a number of career possibilities ranging from functional specialist to business partner.

CAREER POSSIBILITIES

Chief Learning Officer | Talent Acquisition Analyst | Compensation and Benefits Analyst | Job Analysis Specialist | Corporate Labor Relations Executive | Director of Human Resources | Diversity & Inclusion Specialist | Employee Relations Manager | HR Information Systems Specialist | HR Business Partner | HR Consultant | Industrial Relations Director | Job Evaluation Specialist | Labor Relations Director | Management Analyst | Organizational Development Executive | General Manager | Executive Vice President

PROFESSIONAL ORGANIZATIONS

Students choosing the Organizational Behavior and Human Resource Management MBA program have the opportunity to participate in the student chapter of the Society for Human Resource Management (SHRM) and the Institute for Supply Management (ISM), and Students in Free Enterprise (SIFE). In addition to these student organizations, students are also encouraged to explore membership options with the Society for Industrial and Organizational Psychologists.

COURSE REQUIREMENTS

BACKGROUND COURSES (18 HOURS)

*NOTE: Background courses may be required if your undergraduate degree did not prepare you for current master level courses. Background courses are assessed on an as needed basis after evaluation of undergraduate transcripts.

ACCT 5020 (3 hrs.) Accumulation and Analysis of Acct.
BCIS 5090 (1.5 hrs.) Intro. to Busi. Computer Info. Systems
BLAW 5050 (1.5 hrs.) Legal, Reg. and Ethical Env. of Business
DSCI 5010 (1.5 hrs.) Statistical Analysis
ECON 5000 (3 hrs.) Economic Concepts
FINA 5040 (1.5 hrs.) Intro. to Finance and Financial Math
MATH 1190 (3 hrs.) Business Calculus (or other calc. course)
MGMT 5070 (1.5 hrs.) Management Issues
MKTG 5000 (1.5 hrs.) Marketing Concepts

CORE COURSES (18 HOURS)

ACCT 5130 (3 hrs.) Accounting for Management
DSCI 5180 (3 hrs.) Intro. to the Business Decision Process
FINA 5170 (3 hrs.) Financial Management
MKTG 5150 (3 hrs.) Marketing Management
MGMT 5140 (3 hrs.) Organizational Behavior and Analysis
BUSI 5190 (3 hrs.) Administrative Strategy (last semester)

CONCENTRATION COURSES (15 HOURS)

Select five of the following courses:

MGMT 5120 (3 hrs.) Managing Organizational Design and Change
MGMT 5210 (3 hrs.) Human Resource Management Seminar
MGMT 5260 (3 hrs.) Employment, Placement, and Personnel Planning
MGMT 5350 (3 hrs.) Seminar in Labor Relations
MGMT 5710 (3 hrs.) Seminar in Business Ethics and Social Responsibility
MGMT 5870 (3 hrs.) Leadership Research and Development
MGMT 5890 (3 hrs.) Seminar in Compensation and Motivation Theory

ELECTIVE COURSE (3 HOURS)

Select one of the following courses:

MGMT 5660 (3 hrs.) International Management
MGMT 5300 (3 hrs.) Entrepreneurship and Venture Management
MGMT 5760 (3 hrs.) Strategic Management

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Proposed Schedule of Course Offerings*

Course Number		Course Name	Proposed Schedule of Course Offerings		
			Fall	Spring	Summer
BACKGROUND COURSES					
ACCT	5020	Accumulation and Analysis of Accounting Data		8W2	
BCIS	5090	Introduction to Business Computer Information Systems	8W2	8W1	
BLAW	5050	Legal, Regulatory, and Ethical environment of Business	8W1		5W1
DSCI	5010	Statistical Analysis	8W1	8W1	
ECON	5000	Economic Concepts	16W	16W	5W1
FINA	5040	Introduction to Finance and Financial Mathematics	8W2	8W2	
MATH	1190	Business Calculus	16W	16W	
MKTG	5000	Marketing Concepts	8W1	8W1	10W
MGMT	5070	Management Issues	8W1 & 8W2		
MBA CORE COURSES (18 hours)					
ACCT	5130	Accounting for Management		8W1	
DSCI	5180	Introduction to the Business Decision Process	8W1	8W1	5W1
FINA	5170	Financial Management	8W1		5W1
MGMT	5140	Organizational Behavior and Analysis	8W1	8W1	3W&5W1
MKTG	5150	Marketing Management		8W2	10W
BUSI	5190	Administrative Strategy (This course is taken in your last term)	8W1	8W1	5W2
CONCENTRATION COURSES (15 hours)					
Select five of the following courses:					
MGMT	5120	Managing Organizational Design and Change	8W1		
MGMT	5210	Human Resource Management Seminar	8W2	8W1	
MGMT	5260	Employment, Placement, & Personnel Planning	8W2		
MGMT	5350	Seminar in Labor Relations		8W1	
MGMT	5710	Seminar in Business Ethics and Social Responsibility	8W2		
MGMT	5870	Leadership Research & Development		8W2	
MGMT	5890	Seminar in Compensation & Motivation Theory		8W2	
ELECTIVE COURSES (3 hours)					
Select one of the following courses:					
MGMT	5660	International Management	8W2	8W2	5W2
MGMT	5760	Strategic Management	8W1	8W1	
MGMT	5300	Entrepreneurship and Venture Management		8W2	5W1

*All attempts will be made to offer courses as per the schedule presented above. However, resources constraints and other contingencies may require minor adjustments in course offerings. This is provided to serve as a guide and is subject to change. Please visit <http://registrar.unt.edu/registration/registration-guides-by-semester> to view registration information and dates of 8W1 and 8W2 sessions by semester. 8W1 courses are taught in the first half of the spring and fall semesters, and 8W2 courses are taught in the second half of the fall and spring semesters.