

## **General Overview**

Management is the allocation of a company's most valuable resource: its people. In today's service-based economy, managing people is becoming one of the most important aspects of any company. As turnover and employee productivity ultimately affect every company's bottom line, good management is a fundamental investment with serious returns.

A major in management will allow graduates to identify inefficiencies and contradictions within a given company's environment. The management major focuses on helping students specialize their knowledge in higher levels of supervision and administration. Furthermore, a management major will be able to resolve these conflicts as smoothly as possible, not affecting the company's core competencies but instead delicately refining concerns within a company's culture.

## **Potential Careers**

Management offers an extremely wide variety of career options that contribute directly to the operations of a company. Careers may include:

- Human Resources Manager
- Recruiter
- Consultant
- Employee Relations Specialist
- Product Or Project Manager
- Re-Organization and Design Consultant
- Performance Assessment Specialist
- Nonprofit Manager
- Corporate Social Responsibility
- Teacher/Professor
- Entrepreneur

## **Overview of Classes**

There are two different tracks within the Management major: General Management and Consulting and Change Management

**General Management:** The major objective of the general management track is to train broadly competent administrators for service in a wide variety of organizations – public or private, product- or service-oriented, profit or not-for-profit. To accomplish this basic objective, the program offers the student the opportunity to acquire knowledge about the management of human and physical resources and to acquire skills useful in the management of any organization.

**Consulting and Change Management:** The consulting and change management track is designed to prepare students to become leaders in consulting firms, firms which require consulting advice, and firms implementing important changes. From time-to-time, every organization experiences the need to renew its ability to compete and often uses external advisors to assist in the process. These consulting processes often involve extensive analysis of the firm's competitive position, capabilities, organizational processes, culture, etc. Once a new direction is developed, the process of implementing the changes must be managed. Examples of such changes include introducing new competitive thrusts, revised organizational structures, new technologies, and expansion into new geographic markets.

## **Overview of Classes\***

### Requirements for General Management Track

- MAN 336 - Organizational Behavior
- MAN 374 - General Management and Strategy
- Twelve semester hours of upper-division Management chosen from the following courses:
  - MAN 325 - Strategic Human Resources Management
  - MAN 337 - varying topics by semester, such as:
    - Women in Entrepreneurship
    - Performance/Sports Analytics
    - Leading for Impact
    - Art and Science of Negotiation
  - MAN 334M - Healthcare System Management
  - MAN 340S
- Six semester hours of upper-division social science

### Requirements for Consulting and Change Management Track

- MAN 328 - Consulting and Change Management
- MAN 336 - Organizational Behavior
- MAN 374 - General Management and Strategy
- Nine semester hours chosen from the following:
  - ACC 329 - Managerial Accounting and Control
  - MAN 325 - Strategic Human Resources Management
  - MAN 337 - varying topics by semester, such as:
    - Women in Entrepreneurship
    - Performance/Sports Analytics
    - Leading for Impact
    - Art and Science of Negotiation
  - MAN 334M - Healthcare System Management
  - O M 337.1 - Total Quality Management

- MAN 366P - Social Entrepreneurship I
- MAN 367P - Social Entrepreneurship II
- Six semester hours of upper-division social science

\*Consult the Management degree plan for your course catalog at

<https://my.mcombs.utexas.edu/BBA/Advising/Degree-Planning/Degree-Plans>

### **Related professional organizations**

- American Management Association
- Business Professionals of America
- International Association for Human Resource Information Management
- Society for Human Resource Management

**Related summer study abroad programs** (Note: you can take Management at several different places for semester exchange programs):

#### *BHP Management in Buenos Aires*

- Summer session
- Credits: 6 UT credits including MAN 336H
- Prerequisites: Math 408K/ 408C; Math 408L/408D and credit or registration for 3 hours of anthropology, psychology or sociology
- Eligibility: Open to BHP business students w/ minimum 3.25 GPA
- Financial Aid: Eligible; scholarships available

#### *International Management in Prague*

- Summer session
- Eligibility: BBA and Non-BBA students w/ minimum 2.5 GPA
- Credits: 6 UT credits including MAN 336
- Prerequisites: Credit or registration for 3 hours of anthropology, psychology or sociology (by spring semester). BBA students only: Math 408K/ 408C; Math 408L/408D or Completed Calc/Eco Plan
- Financial Aid: Eligible; scholarships available

### **Upperclassmen Contact Information**

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### **FAQ**

- **Is management an easy major?**

Management material, concepts, and skills can be more intuitive for the average business student than maybe financial modeling or reading balance sheets. However, like all McCombs majors, it requires discipline and hard work to be successful.

Anyone can be a manager, but it takes years of experience and training to become an exceptional manager and leader. Management taught at McCombs provides you real-

world experience and expertise at an early stage of your academic career, which provides you a competitive advantage once you enter the real world.

- **What does job placement look like for management majors?**

Management majors are more likely to be suited for positions that require client-heavy or people-oriented fields such as consulting, human resources, or teachers.

- **Should I double major with management?**

Very often students will supplement their Management major with certificates, minors, other majors, or the Honors Program. This allows students to be a more well-rounded candidate and/or increases their chance of going into a more technical, niche, or nontraditional field (government, politics, nonprofit, etc).

- **What skills does management teach me?**

Management is a people-oriented, collaborative, and dynamic major focused on understanding yourself and others in an analytical and methodical way that you have likely never considered before. You will seldom be working alone on any assignment as management requires real-world application in group project settings to be truly effective. It teaches you effective leadership skills that require intensive trial-and-error to fully grasp, similar to how it may take a Finance major several trial and errors to get a discounted cash flow to flow correctly.