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## **MASTER OF BUSINESS ADMINISTRATION (MBA)**

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The purpose of the Master of Business Administration program is to offer students an opportunity to acquire proficiency in general business management and decision-making skills that will enable them to carry out managerial responsibilities in both the private and public sectors. As a result of successfully completing the MBA program, graduates should improve their ability to apply strong problem-solving skills to the strategic planning process in organizations and to use written and verbal communication skills effectively to communicate the results of their problem-solving analyses and recommendations. Concentrations offered in accounting and information systems provide additional specialized study related to the strategic management process in organizations.

### **Accreditation**

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The Troy University MBA degree is accredited by the Association of Collegiate Business Schools and Programs (ACBSP).

### **Business Foundation Requirements for the MBA**

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1. The foundation course requirements to enter the MBA degree program ensure that students have acquired a common body of knowledge in business administration.
  - a. Candidates for admission to the MBA degree program

ACT 3391	3	Intermediate Accounting I
ACT 3392	3	Intermediate Accounting II
ACT 3394	3	Governmental Accounting
ACT 4494	3	Income Tax Accounting I
ACT 4495	3	Income Tax Accounting II
ACT 4497	3	Auditing

## **Admission Requirements for the Master of Business Administration**

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### **Unconditional Admission**

1. Students applying for admission must provide official transcripts from all universities attended.
2. Applicants who have completed a master's or higher degree from a regionally accredited university may be admitted unconditionally. (No graduate admission test scores are required.) Official transcripts from all universities attended must be submitted, to include an official transcript showing completion of a master's or higher degree.
3. A bachelor's degree from a regionally accredited college or university is required. (Students with a baccalaureate degree from an unaccredited or otherwise accredited institution should see Unaccredited or Otherwise Accredited Student Admissions.)
4. Applicants must have achieved at least a 2.5 GPA in all undergraduate work or at least a 3.0 GPA in the last 30 semester hours.
5. Official graduate admission exam results (GMAT [500 or above], GRE [900 or above on verbal and quantitative]), must be on file (except for applicants with a previous master's or higher degree; see #2 above).
6. A letter of recommendation is required with all applications for the MBA program. The individual's potential for success in the MBA program, his/her professional, managerial or administrative experience, as well as his/her written and oral communication skills must be addressed.

### **Conditional Admission**

Students not satisfying at least a score of 500 on the GMAT or at least a 900 on the GRE (verbal and quantitative) and the



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MGT	6674	3	Ethics in Business
MGT	6677	3	Systems Management
MGT	6681	3	Organizational Development and Change

## **Requirements for Admission to Candidacy**

To be admitted to candidacy, students must have a 3.0 GPA on all work attempted. Unconditionally admitted graduate students must apply for admission to candidacy within the first eighteen semester hours of graduate coursework and complete any additional requirements outlined for the specific degree program. If not completed within the first eighteen hours, a hold will be placed on the student's registration until Degree Plan/Admission to Candidacy process is completed.

## **Degree Requirements**

Successful completion of the courses listed below with an overall grade point average of 3.0 (A=4.0) is necessary to fulfill requirements for the degree. The student can fulfill the research component requirement by successfully completing EMBA 6625 or ACT 6695 (or another designated course in concentrations not requiring these courses) with a grade of "B" or better. Successful completion of the capstone course (EMBA 6611) and presentation of the applied research project are required to fulfill requirements for the degree. If a "D" or "F" is made in a core course or a restricted elective course, the course must be retaken.

For students pursuing the EMBA degree with a dual concen-

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**Business Foundations for the MSHRM**

Business Foundation Requirements for the MSHRM

1. The foundation course requirements to enter the MSHRM degree program ensure that students have acquired a common body of knowledge in business administration.
  - a. Candidates for admission to the MSHRM degree program must within eight years of enrolling in the MSHRM program have earned an undergraduate degree in business administration from a school holding ACBSP or AACSB specialized accreditation for its business degree program .

OR
  - b. Before attempting 6000-level course work, the student will have successfully completed, within eight years of enrolling in the MSHRM program, all courses or their equivalent

## **Requirements for Admission to Candidacy**

To be admitted to candidacy, students must have a 3.0 GPA on all work attempted. Unconditionally admitted graduate students must apply for admission to candidacy within the first eighteen semester hours of graduate coursework and complete any additional requirements outlined for the specific degree program. If not completed within the first eighteen hours, a hold will be placed on the student's registration until Degree Plan/Admission to Candidacy process is completed.

## **Degree Requirements**

All graduates from the MSHRM program must successfully complete the nine-course core listed below and one additional elective course suitable to the student's academic and employment background and specific career objectives. If the student makes a "D" or "F" in a core course, the course must be retaken. If the student makes a "D" or "F" in an elective course, the course may be retaken or another elective taken in its place. Students must achieve an overall grade point average (GPA) of 3.0 or better to fulfill requirements for the degree.

The MSHRM degree program is a non-research oriented masters degree that requires an understanding of the accepted professional practices in the field of human resource management. This program provides students with the opportunity to gain an understanding of the subject matter that will enhance their career opportunities.

## **Curriculum—30 Semester Hours**

All courses offer three semester hours of credit except HRM 6625, 6626, and 6627. Students graduating with MSHRM degree will have completed the following 30 semester hour curriculum.

### ***Prerequisite Courses:*** (non-business undergraduate degree)

Four 5500 courses or other SCOB equivalent (may test out) - see Adviser

### ***Required core courses:*** (27 sh)

HRM	6601	3	Legal Environment of Employment Decisions
HRM	6603	3	Human Resource Management
HRM	6622	3	Workforce Planning & Staffing
HRM	6623	3	Training and Development of Human Resources Management
HRM	6632	3	Compensation and Benefits
HRM	6635	3	Employee Relations and Safety
MGT	6671	3	Organizational Behavior
MGT	6681	3	Organizational Change and Development
HRM	6698	3	Strategic Human Resource Management (capstone course)

### ***Elective Courses:*** (3 sh)

HRM	6604	3	Labor Law
HRM	6619	3	Seminar in Human Resource Administration
HRM	6625	3	Specialized Study in the Area of Human Resource Management
HRM	6645	3	International Human Resource Management

HRM	6689	3	HRM Internship
IS	6679	3	Management Information Systems
MGT	6674	3	Ethics in Business
MGT	6675	3	Theory of Organizations
MGT	6682	3	Leadership and Motivation
MGT	6696	3	Financial Analysis

## **MASTER OF SCIENCE IN MANAGEMENT (MSM)**

The purpose of the Master of Science in Management program is to provide a specialized professional program for the student who wants to acquire proficiency in management skills, including decision making, which will enable the graduate to carry out responsibilities in both general and specialized managerial roles. Concentrations in Human Resource Management, Information Systems, Leadership and Organizational Effectiveness, International Management, and Healthcare Management further develop managerial problem-solving skills in specific areas of applied management. As a result of successfully completing the MSM program, graduates should improve their ability to apply problem-solving skills to operational and strategic planning processes and to use written and verbal communication skills effectively to communicate the results of their problem-solving analyses and recommendations.

## **Business Foundation Requirements for the MSN**

2. If the foundation course requirement is not satisfied by either paragraphs 1.a or 1.b above, to include the restrictions related to currency (i.e., within eight years of initial enrollment in the MSM program) and specialized accreditation, then unless specifically waived by the MSM Program Director based upon relevancy of professional business experience subsequent to the award of a four-year business degree, the following MSM foundation courses must be successfully completed with a "B" grade or better through Troy prior to enrolling in 6000-level courses for which they are identified as prerequisite courses:

BUS 5502	3	Fundamentals of Accounting and Finance
BUS 5503	3	Fundamentals of Economic Analysis and Business Law
BUS 5504	3	Fundamentals of Management and Marketing



## **Curriculum—30 Semester Hours**

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The MSM degree offers eight, 30-semester hour concentrations. All options require five core courses, one elective course, and four concentration courses as follows:

### ***Required Core Courses: (15 sh)***

BUS	6610	3	Business Research Design (A grade of “B” or better is required)
MGT	6627	3	Specialized Study in Management (A grade of “B” or better is required). (This course is to focus on concentration selected by the student; serves as the Research component for the degree. The core course requirements should be completed. Typically taken as the last, or concurrently with the last, concentration course. IHM 6689 will be completed in lieu of MGT 6627 for IHM students. A grade of “B” or better is required.)
MGT	6671	3	Organizational Behavior
MGT	6685	3	Management Strategy
MGT	6696	3	Financial Analysis

### ***Elective Courses: (3 sh)***

The elective may be selected from any appropriate graduate management, MSM, Troy-approved PME course, HRM, specialized study completed with a Troy faculty member, or selected pre-approved MPA courses (i.e., PA 6603, 6630, 6631, 6645, 6647, 6648, 6649, or 6650).

### ***Required Concentration Courses: (12 sh)***

Area A: Human Resource Management









