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

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### **MASTER OF BUSINESS ADMINISTRATION PROGRAM**

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 which 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:**

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

### **BUSINESS FOUNDATION REQUIREMENTS FOR THE MBA.**

1. The foundation programs must ensure that students have a body of knowledge in business administration.
  - a. Candidates for admission to the MBA degree program must have earned an undergraduate degree in business administration or accounting from a school holding

4. Along with the MBA foundation courses above, students entering the accounting option must have completed a degree in accounting or, minimally, the following courses

ACT	6699	3	Contemporary Issues in Accounting
LAW	6600	3	Business Law for Accountants

Information Systems Option Courses:

IS	6672	3	Information Systems and Business Strategy
IS	6674	3	Information Systems Management
IS	6676	3	E-Commerce for Global Business
IS	6679	3	Management Information Systems

(Two approved electives)

Finance Option Courses:

FIN	6632	3	Investment Management and Analysis
FIN	6651	3	Financial Institutions



**Required Prerequisite Course**

EMBA	5501	3	Survey of Business Concepts
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**Required Core Courses**

ACT	6691	3	Managerial Accounting
EMBA	6611	3	Business Strategy
EMBA	6631	3	Managerial Finance
EMBA	6661	3	Strategic Marketing Management
EMBA	6671	3	Organizational Behavior
EMBA	6674	3	Ethics in Business

**Required in all concentrations other than Accounting**

EMBA	6642	3	Quantitative Methods for Business
EMBA	6651	3	Managerial Economics
IS	6679	3	Management Information Systems

**Professional Concentrations:***Accounting Concentration:*

ACT	6692	3	Advanced Accounting Problems
ACT	6694	3	Income Tax Research
ACT	6695	3	Accounting Research and Communication
ACT	6698	3	Advanced Auditing
ACT	6699	3	Advanced Accounting Theory
LAW	6600	3	Business Law for Accountants

*Criminal Justice Concentration:*

CJ	6620	3	Current Trends In Criminal Law
CJ	6624	3	Court Administration
CJ	6625	3	Specialized Study (in the Administration of Criminal Justice)

*General Management Concentration:*

EMBA	6603	3	Human Resource Management
EMBA	6625	3	Specialized Study in Business (with a Management focus)
EMBA	6673	3	Operations Management

*Healthcare Management Concentration:*

EMBA	6603	3	Human Resource Management
EMBA	6625	3	Specialized Study in Business (with a Healthcare Management focus)
HSA	6880	3	Health Services Administration and Policy

*Information Systems Concentration:*

IS	6672	3	Information Systems and Business Strategy
IS	6674	3	Information Systems Management
IS	6676	3	E-Commerce For Global Business

There are no cross-listings with other Troy graduate degree programs for this program. All transfer credits must go through normal academic approval procedures. All authorizations for EMBA students to be a transient student at another institution

must be approved before the course is attempted. Professional military education courses are not accepted for credit in the EMBA program.

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## **MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT (MSHRM)**

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### **MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT PROGRAM (MSHRM)**

The Master of Science in Human Resource Management (MSHRM) is a specialized professional program designed to offer the student an opportunity to obtain proficiency in contemporary human resource management concepts, activities, and skills, particularly as they are applied to developing and executing human resource management systems in support of strategic organizational objectives. As a result of successfully completing the MSHRM program, graduates should improve their ability to apply problem-solving skills to designing human resource management systems that fit the strategic objectives of organizations and to use written and verbal communication skills effectively to communicate the results of their problem-solving analyses and recommendations.

**PREREQUISITE REQUIREMENTS**

Candidates for admission must have a baccalaureate degree in any subject area from a regionally accredited college or university. The MSHRM degree program requires no prerequisite courses; however, MGT 6600, Advanced Concepts and Topics in Management, must be taken for graduate credit if the student does not have an undergraduate major in business. If the student has an undergraduate major in businessD-0.3gur

6. A letter of recommendation is required with all applications for the MSHRM program. The letter should address the individual's potential for success in the MSHRM program, his/her professional, managerial or administrative experience, as well as his/her written and oral communication skills.

### **Conditional Admission**

Students not satisfying the minimum graduate admission test score and GPA requirements for unconditional admission may be conditionally admitted to the program. After the student completes the first three graduate (6000 level) courses with a "B" or better average, the student will be granted unconditional admission. Students not satisfying conditional admission requirements will be dropped from the program for one calendar year, after which time the student must petition for readmission. A letter of recommendation is required with all applications for the MSHRM program. The individual's potential for success in the MSHRM program as well as his/her written and oral communication skills should be addressed.

### **CURRICULUM**

All courses offer three semester hours credit except HRM 6625, 6626, and 6627.

### **TRANSFER CREDIT**

A maximum of four courses (12 semester hours) taken at another regionally accredited institution, each with a grade of "B" or better, can be applied toward the degree. These courses must be comparable in catalog description to Troy courses and approved by the appropriate dean/ associate dean /department chair.

### **ADMISSION TO CANDIDACY**

To be admitted to candidacy, students must have a 3.0 GPA on all work attempted.

Unconditionally admitted graduate students may apply for admission to candidacy after completing six semester graduate hours and requirements as outlined for the specific degree program. A student will be admitted to candidacy the term following completion of 12 semester hours.

### **DEGREE REQUIREMENTS**

All graduates from the MSHRM program must successfully complete a nine-course core including Business Research Design, Legal Environment of Employment Decisions, Staffing, Advanced Concepts and Topics in Management, Training and



"D" or "F" in an elective course, the course may be retaken or another elective taken in its place.

The MSM degree offers seven, 36-semester hour options: Human Resource Management, Leadership and Organizational Effectiveness, Information Systems, International Management, and Healthcare Management. The MSM degree also offers 30-semester-hour options for contractual, cohort groups of students in Applied Management and in Public Management. All options require six core courses, four concentration courses and two elective courses (except for the Applied Management and Public Management concentrations) as follows:

**Required MSM Core (6 courses)**

BUS	6610	3	Business Research Design (A grade of "B" or better is required)
MGT	6600	3	Advanced Concepts and Topics in Management (May be waived if the student has an undergraduate major in business, in which case, an elective course will be substituted. This course should be taken within the first 12 semester hours of the degree program.)
MGT	6627	3	Specialized Study in Management (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. A grade of "B" or better is required.)
MGT	6671	3	Organizational Behavior
MGT	6685	3	Management Strategy ("B" grade or better required in 36-semester-hour concentrations)
MGT	6696	3	Financial Analysis

**Four additional courses from one concentration area**

- Area A: Human Resource Management
- Area B: Leadership and Organizational Effectiveness
- Area C: International Management
- Area D: Healthcare Management
- Area E: Information Systems
- Area F: Applied Management (Contractual Cohort Groups Only)
- Area G: Public Management (Contractual Cohort Groups Only)

**Elective (2 courses)**

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, 6650, 6687, or 6688).

**Concentration Areas (4 courses in one area)**

**Area A: Human Resource Management (Select 12 semester hours)**

HRM	6601	3	Legal Environment of Employment Decisions
HRM	6603	3	Human Resource Management (Required)
HRM	6604	3	Labor Law
HRM	6619	3	Seminar in Human Resource Administration
HRM	6622	3	Human Resource Staffing
HRM	6623	3	Training and Development of Human Resources
HRM	6632	3	Compensation Management
HRM	6645	3	International Human Resource Management

**Area B: Leadership and Organizational Effectiveness**

IS	6679	3	Management Information Systems
MGT	6674	3	Business Ethics
MGT	6681	3	Organization Development and Change (Required)
MGT	6682	3	Leadership and Motivation

**Area C: International Management (Select 12 semester hours)**

ECO	6657	3	International Trade and Economics
HRM	6645	3	International Human Resource Management
MGT	6670	3	Seminar In International Management (Required)
IR	5552	3	International Law
IR	6631	3	Intercultural Relations
IR	6656	3	International Power and Influence

**Area D: Healthcare Management (Select 12 semester hours)**

HSA	6680	3	Health Services Administration and Policy
HSA	6681	3	Legal and Social Issues in Health Administration
HSA	6682	3	Health Care Planning and Management (Required)
HSA	6683	3	Health Care Economics
HSA	6684	3	Managed Care: Origins, Organizations, and Operations

**Area E: Information Systems**

IS	6672	3	Information Systems and Business Strategy
IS	6674	3	Information Systems Management
IS	6676	3	E-Commerce for Global Business
IS	6679	3	Management Information Systems



**Area F: Applied Management (Limited to site-specific cohorts/  
contract programs)**

*(Select 12 semester hours)*

HRM	6603	3	Human Resource Management
MGT	6645	3	Quantitative Methods in Management
MGT	6681	3	Organization Development and Change

Management Elective Selected for Cohort

**Area G: Public Management (Limited to Maxwell/Gunter/  
contract programs)**

*(Complete the specified 12 semester hours)*

PA	6610	3	Foundations of Public Administration
PA	6624	3	Public Human Resources Management
PA	6644	3	Administrative Law
PA	6650	3	Governmental Budgeting

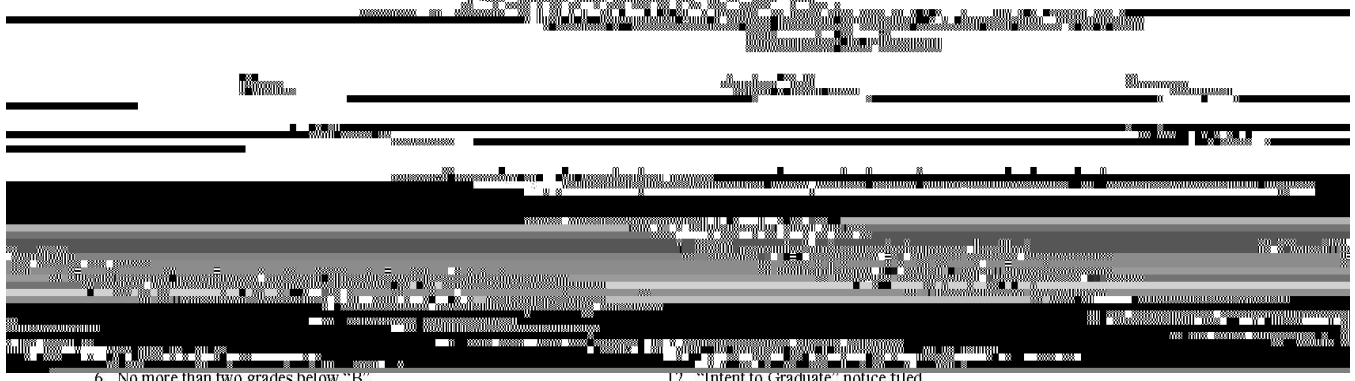
**Other Business Electives:**

Elective courses may be selected from any appropriate graduate management curriculum, to include the Troy MSM, Troy MSHRM, Troy approved PME course, specialized study completed with a Troy faculty member, or selected pre-approved MPA courses (i.e., PA 6603, 6630, 6631, 6645, 6647, 6648, 6649, 6650, 6687, or 6688) and an MSIR course, IR 6641. All authorizations for MSM students to be a transient student at another institution must be approved before the course is attempted.

*Cross-listings for this program only:*

BUS	6610	PA	6601
IS	6679	PA	6679
ECO	6657	IR	6620
MGT	6671	PA	6646
MGT	6675	PA	6620

Effective Fall 2006



6. No more than two grades below "B" 12. Intent to Graduate notice filed

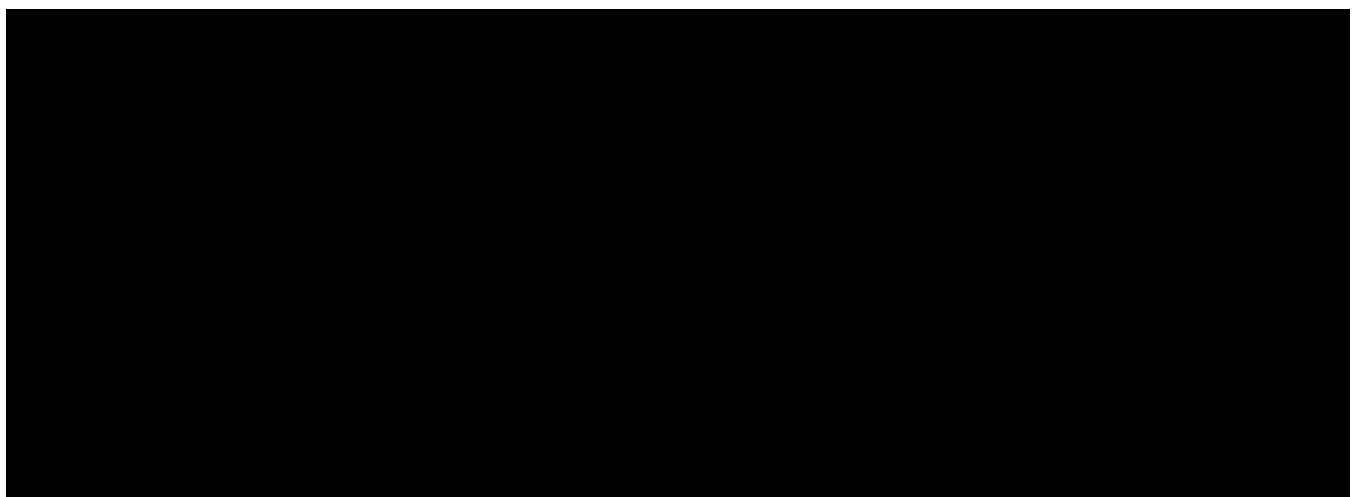
CORE COURSES (18 Semester Hours)

REQUIRED

ACF 6021	Managerial Accounting	3	
ACF 6011	Business Statistics (Condon's 2nd Term)	3	
MBA 6631	Managerial Finance	3	
MBA 6651	Managerial Economics	3	

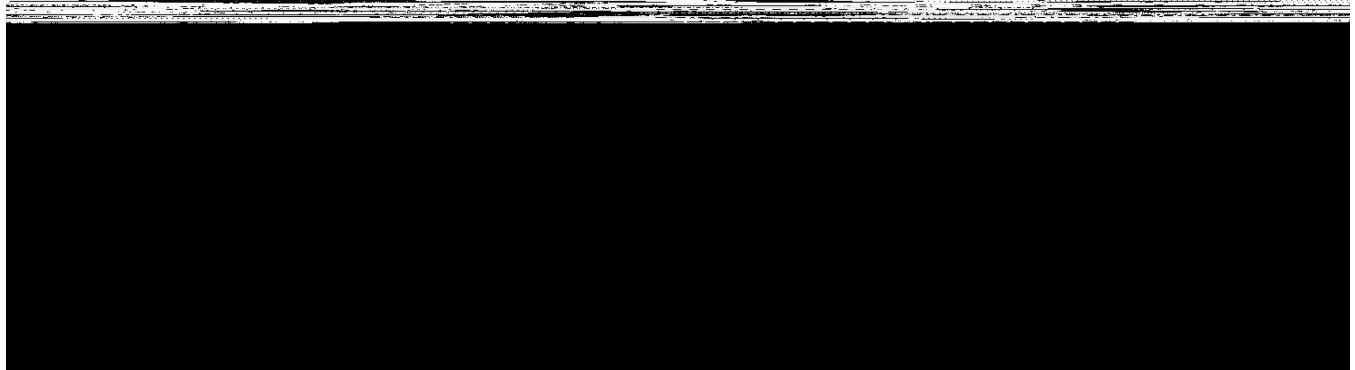
CONCENTRATION: 18 Semester Hours

		3	
		3	
		3	



I hereby apply for Admission to Candidacy.

Date \_\_\_\_\_ Chief / Dean \_\_\_\_\_ Date \_\_\_\_\_ Student's Signature \_\_\_\_\_ APPROVED: \_\_\_\_\_





Effective Fall 2006

TROY UNIVERSITY  
MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

Graduate

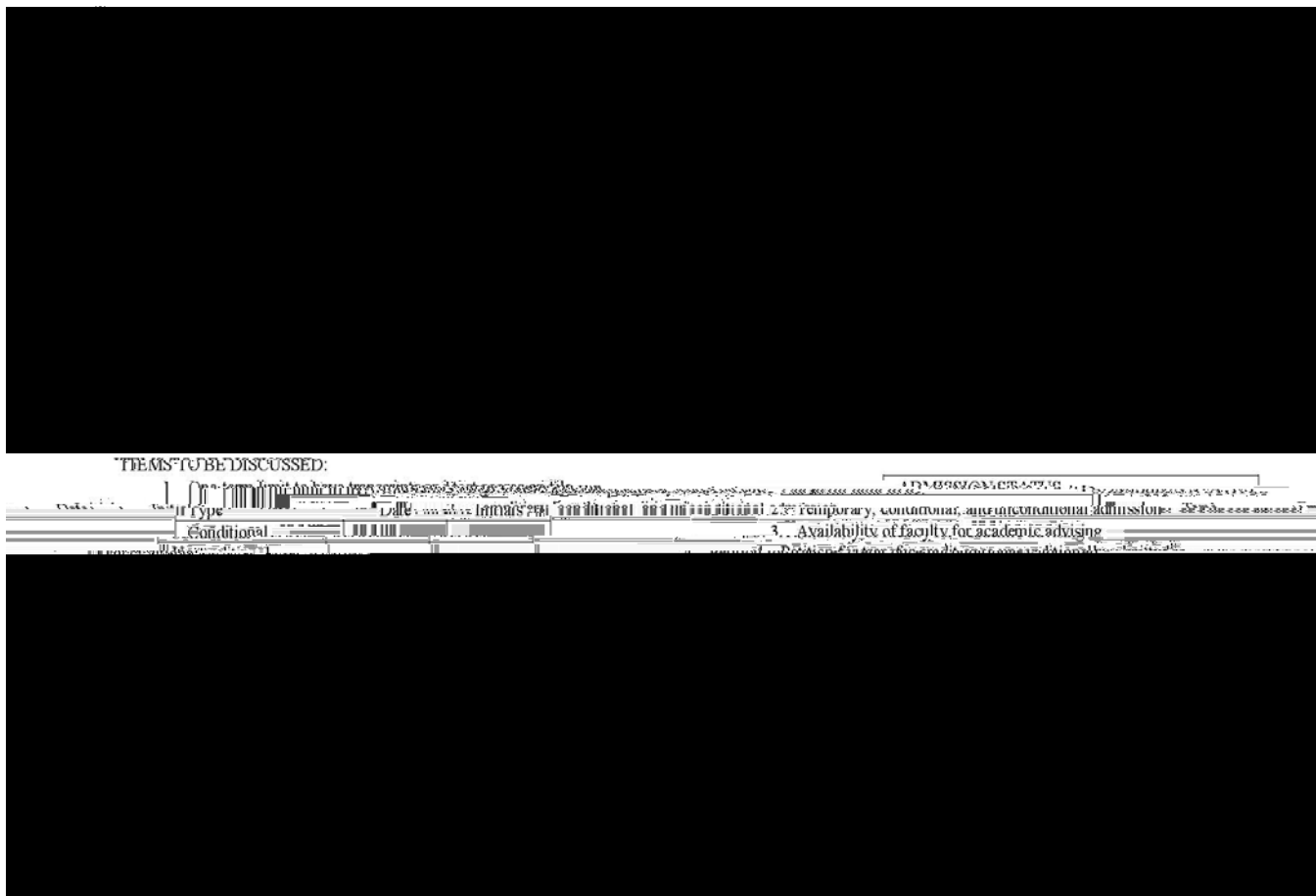
Office: Research / Admission

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ITEMS TO BE DISCUSSED:

- 1. Type of Admission:  Regular,  Temporary,  Conditional,  International admission
- 2. Date of Admission: \_\_\_\_\_
- 3. Availability of faculty for academic advising

I hereby apply for Admission to Candidacy.

\_\_\_\_\_  
Date Student's Signature APPROVED: \_\_\_\_\_  
Date Chair / Dean

CANDIDACY APPROVED:

\_\_\_\_\_  
Date Chair / Dean

Distribution: Gold, Student, \_\_\_\_\_  
Link to Campus Branch file

All other (Green, Yellow)--UC  
Original --- Official File

Revised 4.1.06

Effective Fall 2006

TRIO UNIVERSITY

MASTERS OF SCIENCE IN MANAGEMENT  
 Graduate Degree Plan and Progress Record Application for Admission to Candidacy

Name \_\_\_\_\_

Student ID # \_\_\_\_\_

Campus \_\_\_\_\_

E-mail: \_\_\_\_\_

Address: \_\_\_\_\_

Copy of \_\_\_\_\_

transcript must be attached. May not use "Student Academic Credits" or "Academic Evaluation" records

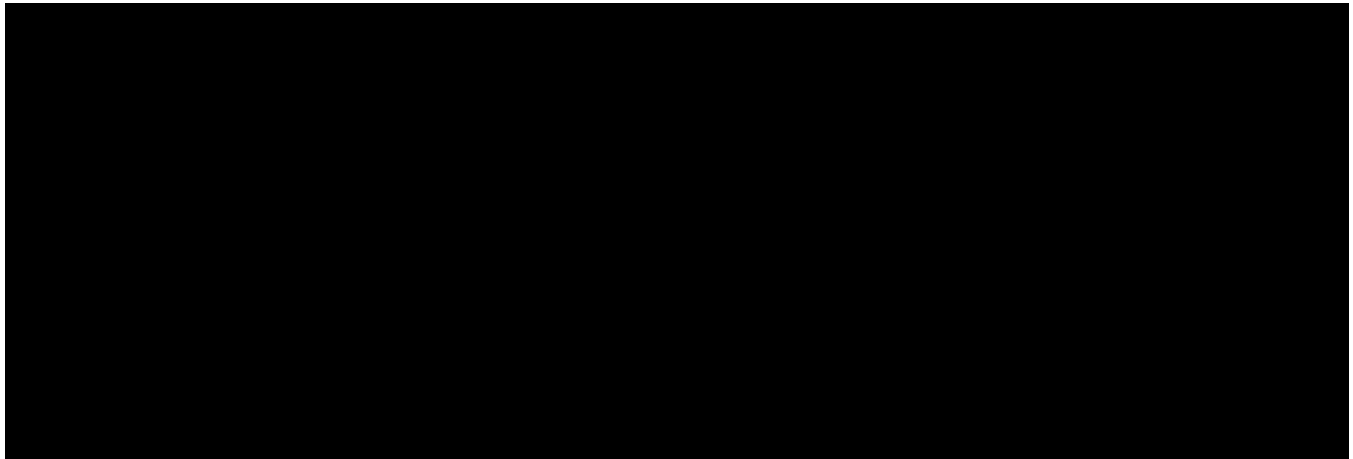
DEGREE REQUIREMENTS

1. GRE or equivalent exam test scores submitted

7. Overall GPA of 3.0

2. \_\_\_\_\_

6. \_\_\_\_\_



		3			
		3			

ADMISSION STATUS

ITEMS TO BE DISCUSSED:

1. One-term limit to have transcripts and test scores on file

2. Temporary, conditional, and unconditional admission

6. \_\_\_\_\_

3. Availability of faculty for academic advising

5. \_\_\_\_\_

Unconditional

4. Petition for transfer credit once unconditionally admitted

4. \_\_\_\_\_

5. \_\_\_\_\_

Test Score

7. Petition for an Incomplete grade

6. \_\_\_\_\_

8. Student participation in course and program evaluation

9. Other



Faculty Advisor \_\_\_\_\_

Student Signature \_\_\_\_\_

STUDENT ACKNOWLEDGEMENT (at time of application for admission to candidacy)

