

Academic Programs Booklet

College of Business Administration

2024



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College of Business Administration

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- M.Sc. IN HUMAN RESOURCE MANAGEMENT** ERROR! BOOKMARK NOT DEFINED.
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College of Business Administration

List of Postgraduate Programs

- 1- Master of Business Administration - MBA
- 2- **M.Sc. in Human Resource Management**
- 3- Ph.D. in Business Analytics

List of College Requirement Courses

M.Sc. in Human Resource Management

Program Components

Course Type	CRD
Core Requirement (CR)	18
Elective Requirement (ER)	6
Thesis	9
Total Credit (CRD)	33

Detailed Study Plan

Year 1 - Semester 0*

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
ACCM500	FINANCIAL ACCOUNTING	3	0	0	Study	-	-
ECONM500	SURVEY OF ECONOMICS	3	0	0	Study	-	-
FINM500	MANAGERIAL FINANCE	3	0	0	Study	-	-

*** Compulsory required semester for non-business background students.**

- The bachelor's degree must be in the discipline of Management or related field. If the bachelor's degree is not in Management or a related field, then the student will have to study and pass 3 additional courses with zero credits before registering for the core / main courses of the MBA. The additional courses are: 1. AACM 500 – Financial Accounting, 2. ECONM 500 – Survey of Economics, 3. FINM 500 – Managerial

Year 1 - Semester 1

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
MGT631	Human Resources Management	3	0	3	Study	--	-

MGT680	Compensation and Performance Management	3	0	3	Study	-	-
MGT681	Labor and Civil Service Regulations	3	0	3	Study	-	-
QM650	Research Methods and Statistical Analysis	3	0	3	Study	-	-

Year 1 - Semester 2

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
MGT682	Strategic Human Resource Management	3	0	3	Study	--	-
MGT683	International Human Resource Management	3	0	3	Study	-	-
XXX6XX	Elective Course	3	0	3	Study	-	-
XXX6XX	Elective Course	3	0	3	Study	-	-

(Only 2 courses required of the following elective list)

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
MGT634	Organizational Change and Development	3	0	3	Study	--	-
MGT635	Business Ethics	3	0	3	Study	-	-
MGT 630	Organizational Design and Behavior	3	0	3	Study	-	-
MGT632	Innovation And Entrepreneurship	3	0	3	Study	-	-
MGT638	Business Strategy	3	0	3	Study	--	-
QM651	Data Analytics and Decision Making	3	0	3	Study	-	-
MGT684	Leadership Skills and Innovation	3	0	3	Study	-	-

Year 2 - Semester 3

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
MGT695	THESIS	9	0	9	Thesis	QM650 (18 CRD)	-

Year 2 - Semester 4

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
MGT695	THESIS	9	0	9	Thesis	QM650 (18 CRD)	-

Year 3 - Semester 5

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
MGT695	THESIS	9	0	9	Thesis	QM650 (18 CRD)	-

Year 3 - Semester 6

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
MGT695	THESIS	9	0	9	Thesis	QM650 (18 CRD)	-

Course Description

Core Requirement Courses Descriptions

ACCM500: Financial Accounting (No credit)

Basic financial accounting principles for a business enterprise; accounting and the business environment; recording business transactions; the adjusting process and preparing financial statements; accounting for merchandising operations; plant assets and intangibles; accounting for corporations; introduction to cost accounting; and introduction to management accounting.

ECONM500: Survey of Economics (No credit)

Survey of both micro and macroeconomic concepts; microeconomics topics include scarcity, positive and normative economics, economic problem, demand and supply mechanism, elasticity and market structure; macroeconomics topics include national accounts, unemployment, business cycles, inflation, money, banking and monetary and fiscal policies.

FINM500: Managerial Finance (No credit)

The role of finance in the business organization, financial analysis, financial forecasting, capital investment decisions, financing decisions, cost of capital decision, convertible, international financial management, business failures and investment banking.

MGT631: Human Resources Management (3 credits) (Core course)

Analytical overview of personnel management theory and practice; elements of modern personnel management with special reference to human resource development (HRD); job evaluation and analysis; recruitment and selection; performance appraisal; compensation management; human resources development and training; behavior science contribution to modern HRD practices.

MGT680: Compensation and Performance Management (3 credits) (Core course)

Introduction to the field of compensation management within the wider perspective of human resource management. It provides students with an understanding of the reward management process which includes pay survey, job evaluation, and the design of pay structure. Students will be aware of the problems related to performance management system and be able to give suggestions for improvement.

MGT681 Labor and Civil Service Regulations (3 credits) (Core course)

This course will provide students with an examination of the theory and practice of labor relations and collective bargaining. Topics include economic and historical environment, labor law, contract negotiation, patterns in contract content, conflict resolution, grievance handling, and an introduction to arbitration.

QM650: Research Methods and Statistical Analysis (3 credits) (Core course)

Introduction to business research, research process, problem definition and the research proposal, design of research strategies, questionnaire design, sampling procedures, sources, collection and presentation of data; hypotheses testing; bivariate and multivariate analyses; nonparametric significance test and presenting results in written report.

MGT682: Strategic Human Resource Management (3 credits) (Core course)

Strategic Human Resource Management (SHRM) explores the relationship between the management of people and pursuit of an organization's strategic goals and objectives. Specific topics covered include human resource planning and strategy, job analysis and job design, equipment and selection, performance appraisal and performance-related pay, learning and career management, employment relations, diversity management and international human resource management.

MGT683: International Human Resource Management (3 credits) (Core course)

This course provides an understanding of the role of human resource management (HRM) in various international contexts. It covers a variety of topics which include globalization; culture and its impact on HRM, work and labour regulations; comparative strategic HRM issues; issues related to international: recruitment and selection; training, learning and development; comparative compensation practices; and expatriation and repatriation.

MGT 695: Thesis (9 credits) (Core course)

Prerequisite: 18 credits

Any topic, reflecting contemporary relevance and issues, will be chosen by the student with the assistance of an academic supervisor from the area of Human Resources Management. A thesis proposal consisting of problem area, objectives and proposed methodology will have to be submitted to the department council for approval before the start of actual field work.

MGT634: Organizational Change and Development (3 credits) (Elective Course)

Introduction to the field of organization change and development as a set of holistic interventional methodologies for systematically bringing about organizational change and improvement in people, processes, and technology; emphasis will be on the exploration of literature, culture, values and skills that will assist a manager, leader, or administration to carry out the organizational development and to manage change successfully.

MGT635: Business Ethics (3 credits) (Elective Course)

Introduction to a stakeholder management framework, emphasizing business's social and ethical responsibilities to both external and internal stakeholder groups. Discussing a twin theme of corporate business ethics and governance that illustrates how ethical considerations are included in the public issues facing organizations and the decision-making process of managers.

MGT630: Organizational Design and Behavior (3 credits) (Elective Course)

Organization and organization theory; organizational effectiveness; organization structure and design; organizations and theory effects; and managing human behavior in organizations.

MGT632: Innovation and Entrepreneurship (3 credits) (Elective Course)

Major economic theories of innovation and entrepreneurship; process, risks, rewards and cost of entrepreneurship; entrepreneur's options for start-up and growth capital, organization design, sales and marketing approaches; resource allocation and other decisions from the entrepreneur's perspective; team project involving preparation of feasibility plan.

MGT638: Business Strategy (3 credits) (Elective Course)

Basic concepts of strategic management; corporate governance and social responsibility; environmental scanning and industry analysis; internal scanning: organization analysis; strategy formulation: situation analysis and business strategy, corporate strategy, functional strategy and strategic choices; strategy implementation: organizing for action.

QM651: Data Analytics and Decision Making (3 credits) (Elective Course)

Data analysis, probability theory, distributions and moments, estimation and hypothesis testing, regression modeling, multivariate analysis, simulation, optimization, Spreadsheet Modelling.

MGT 684 Leadership Skills and Innovation (3 credits) (Elective Course)

The course encompasses key theories of leadership and it enables students to investigate significant topics that influence current leadership and innovation issues. Students will be able to critically analyze their leadership skills to build personal development plans leading toward innovative impact on society. The students will demonstrate critical knowledge and understanding of leadership theories, innovation practices, and will practice their applications into real-world situations in organizations.