

# Academic Programs Booklet

## College of Business Administration

# 2024



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# College of Business Administration

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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

### Master of Business Administration - MBA

#### Program Components

Course Type	CRD
Core Requirement (CR)	30
Capstone Project	6
<b>Total Credit (CRD)</b>	<b>36</b>

- The MBA program's courses in all fields include theory, practical, and research components that will enhance students' skills and knowledge.
- The curriculum is composed of 36 credit hours which are divided into; Core Courses (Ten courses: 30 credit hours), and a Capstone Graduation Project (6 credit hours).
- Capstone Consulting Project (6 credit hours) is the final step in the MBA program in which the MBA candidates put all that they've learned into practice by analyzing a meaningful and strategic business question.
- It's required for this assessment component to involve hands-on work within an existing company in the local market of Bahrain/GGC region. The CCP can also take the form of startup business plans and business simulations in which the student provides a concrete business plan for any business enterprise.

## 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			
MGT630	ORGANIZATIONAL DESIGN AND BEHAVIOR	3	0	3	Study	--	-
FIN620	CORPORATE FINANCE	3	0	3	Study	-	-
MKT660	MARKETING MANAGEMENT	3	0	3	Study	-	-
QM650	RESEARCH METHODS AND STAT. ANALYSIS	3	0	3	Study	-	-

### Year 1 - Semester 2

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
MGT631	HUMAN RESOURCE MANAGEMENT	3	0	3	Study	--	-
MGT632	INNOVATION AND ENTREPRENEURSHIP	3	0	3	Study	-	-
ACC611	MANAGERIAL ACCOUNTING	3	0	3	Study	-	-
MGT635	BUSINESS ETHICS	3	0	3	Study	-	-

### Year 2 - Semester 3

Course Code	Course Title	Course Hours			Course Type	Pre requisite	Major GPA
		LEC	PRAC	CRD			
MGT638	BUSINESS STRATEGY	3	0	3	Study	--	-
QM651	DATA ANALYTICS AND DECISION-MAKING	3	0	3	Study	-	-
MGT694	CAPSTONE CONSULTING PROJECT	6	0	6	Study	QM650 (18 CRD)	-

## Course Description

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### Core Requirement Courses Descriptions

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**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.

**MGT630: Organizational Design and Behavior (3 credits)**

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

**FIN620: Corporate Finance (3 credits)**

Market efficiency; shareholders' wealth value; cost of capital; capital assets pricing model; capital budgeting; dividend policy; risk management; mergers and bankruptcy.

**MKT660: Marketing Management (3 credits)**

The marketing concepts and the role of marketing in modern organizations; framework of analysis, planning and control in marketing; focus to be on developing the marketing mix strategies (product, price, place, and physical distribution) in today's highly competitive environment.

**QM650: Research Methods and Statistical Analysis (3 credits)**

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.

**MGT631: Human Resources Management (3 credits)**

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.

**MGT632: Innovation and Entrepreneurship (3 credits)**

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.

**ACC611: Managerial Accounting (3 credits)**

Concepts and tools of managerial accounting; Accounting and related controls as part of the management process; Management accounting and related analytical methodologies for decision making and control in profit-directed organizations; Product costing, relevant information, budgetary control systems, and performance evaluation systems for planning, coordinating, and monitoring the performance of a business; Advanced techniques of measurement and framework for assessing behavioral dimensions of control systems; Impact of different managerial styles on motivation and performance in an organization; and Financial and non-financial measures for evaluating business strategies and business unit success (economic measures of performance, balanced scorecard approaches).

**MGT635: Business Ethics (3 credits)**

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.

**MGT638: Business Strategy (3 credits)**

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)**

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

**MGT694: Capstone Consulting Project (6 credits)**

*Prerequisite: 18 credits*

The project is an independent research work that aims to apply the knowledge and skills students have learned in the classroom to help a client during the Business Consulting Project. Student needs to contact a client and a supervisor and manage the whole relationship with them. The project topics may vary but they should involve a description of the real-life problem, review of the literature, and appropriate data analysis and modeling to develop and findings and recommendation