

Master of Business Administration-Human Resource Management-Course Description

MBA 641 Managerial Accounting

Students are taught the concepts and procedures for measuring and reporting managerial information for the use of internal decision makers. The course demonstrates the added value of managerial accounting to decision making and planning, and to motivating managers and other employees towards organizational goals. The course also focuses on the concept of responsible accounting and on the measurement of performance of managers and other segments of the enterprise. Specific topics examined include job order costing, process costing, break/even analysis, budgeting/profit planning, capital budgeting, financial statement analysis and cash flow analysis. Spreadsheet based software is to be used to solve selected problems and cases. ***Prerequisite None***

MBA 642 Managerial Finance

This course provides a comprehensive financial knowledge to effectively manage financial affairs of a modern organization and apply financial management tools and techniques successfully. The first part of the course covers the introduction to financial management including Islamic finance concepts and expands the basic DuPont equation to better explore the interrelationships between operating and financial performance. The second part covers valuation of future cash flows and introduces key ideas on an intuitive level to help students with the application of capital budgeting techniques. The final part of the course utilizes both CAPM and DDM to cost of capital estimation and stresses the need to understand the validity of their assumptions in practice. ***Prerequisite None***

MBA 643 Business Research Methods

The primary objective of the course is to provide students with advanced knowledge in research methods and to develop their skills in conducting effective research for the field of business. In order to attain these objectives, the course covers the fundamentals of research methods such as various research philosophies, problem formulation, research design, data collection and ethics. The course presents both qualitative and quantitative research methods. Qualitative methods include various approaches such as interviewing, case studies, ethnography, grounded theory and participant observation. Quantitative methods include statistical methods, linear programming, regression, correlation and simulation. The course will help students develop skills on how to analyze scientific articles, design research, collect and analyze data, and to communicate results. Furthermore, students will learn to use quantitative/statistical software such as Excel and R for quantitative and qualitative data analysis. ***Prerequisite None***

MBA 644 Managerial Economics

The aim of this course is to examine how rigorous economic thinking can improve a manager's performance. The course provides a thorough understanding of how microeconomic theories, tools and concepts are used in managerial decision making. Students will learn to use supply and demand analysis to forecast optimal price and quantity; apply the concept of elasticity to estimate revenues and profits; determine optimal price structures by applying cost and demand theories; and utilize game theory to understand strategic interactions among competitors. A manager while managing an organization does so in the context of a macroeconomic environment. To this end, the course provides enough background in macroeconomics for the student to understand the broad general economic condition prevailing in a given country and in its trading partners. ***Prerequisite None***

MBA 645 Marketing Management

This course examines concepts and business practices associated with the development of marketing strategies and activities. In this course, students will gain proficiency in the latest methods and concepts for analyzing customer behavior and for devising effective marketing strategies. The course is designed to build advanced knowledge and competency in the art of marketing, selecting which customers to serve, while sustaining and delighting them by delivering superior customer value. This course focusses on application aspects of marketing in the real world based on a thorough market analysis. ***Prerequisite None***

MBA 646 Operations and Supply Chain Management

The purpose of Operations Management is the optimization of processes of resources management, production and delivery of goods and services to customers. An organization's competitive advantage depends on its operations' efficiency and effectiveness and its ability to respond to both global and local market requirements quickly while reducing cost without compromising quality. Operations management is key to attaining profitability and market growth through expanding market shares. With stiff global competition, organization's survival, let alone growth, becomes greatly contingent on an organization capability to perform its operations at minimal costs by exploiting its resources productively, yet maximizing stakeholders' value adding benefits. This course focuses on numerous concepts, issues and methods in achieving efficient and effective operations that are aligned with an organisation's strategy. Topics include business strategy & global competitiveness; quality management; product/service design; transformation system design; capacity and location planning; scheduling; supply chain management; inventory management; material requirements planning; just in time management; and ethical issues. ***Prerequisite None***

MBA 647 Management of Information Systems

This course is designed to provide MBA students with an understanding of how information systems management can be used by business leaders to manage and compete more effectively. Topics include strategic and competitive information systems; the Porter competitive model, data management, the Internet and social media, Enterprise Applications, e- business, wireless and mobile technology, knowledge management, information ethics and privacy. ***Prerequisite None***

MBA 651 Organizational Behavior

The main objective of the course is to provide a sound understanding of organizational behavior (OB) in the development of today's organization. The course focuses on the practical applications of OB concepts and techniques that all managers and employees encounter in their related responsibilities. Topics include attitudes, diversity, personality traits, emotional intelligence, power, communication, and motivational models, the role of culture and values, organizational structure, teams, and work design, in addition to an emphasis on HR practices & policies and their role in shaping human behavior." ***Prerequisite None***

MBA 648 Business Strategy (Capstone)

This course provides students with advanced strategic management concepts and knowledge to formulate, evaluate, implement and critically assess firms' strategies. It delves into the strategic management frameworks and tools that make up the field of strategic management. It includes research activities within which participants gain in-depth knowledge and hands-on practice that engage students in diagnosing and identifying realistic solutions to complex strategic and organizational problems. It provides students with advanced skills to craft and articulate both verbally and in writing logical and fact-based arguments in support of action recommendation. ***Prerequisite All other program core courses***

MBA 661 Human Resource Management

The main objective of the course is to provide a thorough knowledge of human resource (HR) management in the development of today's organization. The course focuses on the practical applications of HR concepts and techniques that all managers and employees face in HR related responsibilities. Topics include: strategic human resources management and functions of HRM (workforce planning, recruitment, performance and appraisal system, training and development, HR procedures and policies). ***Prerequisite MBA-651***

MBA 655 Leadership and Motivation

The main objective of the course is to provide a thorough knowledge of human resource (HR) management in the development of today's organization. The course focuses on the practical applications of HR concepts and techniques that all managers and employees face in HR related responsibilities. Topics include: strategic human resources management and functions of HRM (workforce planning, recruitment, performance and appraisal system, training and development, HR procedures and policies). ***Prerequisite MBA-651***

MBA 657 Business Ethics and Corporate Social Responsibility

This course addresses the complex set of issues related to the role of business in society. Corporations must earn profits for owners but they also serve broader social interests. Customers, employees, local communities and the environment are all stakeholders that are affected by the operations of a business. What are the obligations of corporations to these groups? ***Prerequisite None***

MBA 664 Strategic Staffing

This course provides a study of the requirements of effective strategic staffing in the areas of recruitment, placement, and selection. It describes an in-depth analysis of the statistical concepts, techniques, and tools utilized by HR managers to effectively and efficiently recruit and select individuals in an organizational setting. Theories, principles, and the legal aspects involved in the recruitment process will also be addressed. ***Prerequisite MBA-651***

MBA 668 International Human Resource Management

This course considers the international aspects of human resources in multinational and globally diverse companies and how the diversity of cultural, economic, political and communicational issues affect all aspects of human resource management, including HR planning, employment, development, compensation, and employee relations. ***Prerequisite MBA-651***

MBA 663 Human Resource Development

The course provides an advanced perspective on the use of Human Resource Development (HRD) in enhancing the competitive advantage of organizations through the build-up of the intellectual and learning system capacities of the organization in order to cope with a rapidly changing customer focused environment. The concept of the Learning Organization is developed through the perspective of the HRD policies and actions required to develop and change organizations through their human capital and capabilities. ***Prerequisite MBA-651***