ABOUT THE PROGRAM

This degree program provides appropriate professional preparation for students working toward careers in general business or administration. The Business Administration degree seeks to develop a well-rounded student who has a broad skill-set in all business disciplines.

This degree program provides professional preparation for students working toward careers in business. In pursuing a Business Administration degree, students develop the skills and orientation of a well-rounded generalist with a broad base of business skills, knowledge and practical experience. In addition to the business core, students are required to take two additional courses in accounting, finance and MIS.

This approach ensures that the business administration student also develops competencies in other major areas beyond introductory courses. It further gives students opportunities to choose courses from a selection that represents areas in which business students should be competent. These are contemporary courses that define the current business environment, and are constantly updated. Furthermore, depending on the evolution of the business environment, these courses could be replaced by ones considered more relevant and up-to-date.

COLLEGE MISSION

The College of Business Administration at Prince Mohammad Bin Fahd University promotes high-quality education and knowledge development by fostering an engaged learning environment that encourages students and faculty to pursue professional excellence. The College achieves distinction in meeting the workforce and information needs of our stakeholders by ensuring quality teaching, impactful research, and engagement with the community.

PROGRAM MISSION

The Mission of the Business Administration program is to promote high-quality education and research in management science by fostering a community engaged learning environment that encourages students and faculty to pursue professional excellence in management and leadership.

PROGRAM GOALS

PMU’s commitment to its stakeholders empowers the Business Administration program to create maximum value by delivering scholarly education, learning, and service through the following goals:

- To excel in developing quality teaching, education, and professional excellence by adopting modern engaged education practices and articulating trends and new knowledge in management.
- To excel in fostering interdisciplinary research that impacts policies, businesses, and society for the challenges of the 21st century.
- To cultivate industrial liaisons with regional and international businesses, and organizations providing beneficial interactions for curriculum development and the enrichment of learning resources.
- To empower faculty in engaging with their students in community development activities, and disseminating knowledge, creativity, and ethical values.
- To recruit and retain diverse, highly qualified faculty and staff, and a diverse and talented body of students.

STUDENT LEARNING OUTCOMES

- Demonstrate effective communication with individuals, teams, and large groups.
Demonstrate effective analytical and critical thinking skills to make an appropriate business related decisions.
Distinguish and analyze ethical problems that occur in business and society.
Apply leadership skills and competencies in business situations.
Illustrate how current technologies and decision-support tools can be utilized to the advantage of business operations.
Demonstrate an understanding of the major functional areas of Business.
Identify major forces in the internal and external business environment and explain their effect on the performance of an organization.
Explain relevant theories associated with the economic and political environments of business.
Explain the significance and effects of social and cultural dimensions in the context of a global business environment.
Explain theoretical concepts and practical approaches designed to improve organizational performance.

ADMISSIONS PROCESS AND REQUIREMENTS

The character and quality of students entering the College of Business Administration define the quality of the degree programs within the college as well as the quality of the graduates entering accounting, business administration, finance or MIS professional environments.

Admission to the College of Business Administration is open to students who have successfully completed the PMU Preparatory Program or who have met the university criteria for bypassing the program.

The degree programs in the College of Business Administration are designed to accept both male and female students.

Required Courses in the Preparatory Program

The PMU Preparatory Program prepares students for the university with a curriculum of courses in English language, mathematics, and study skills and learning strategies. All students are required to follow the same curriculum (with placement in English courses tailored to their abilities).

Students seeking entrance to the College of Business Administration should take PRPM 0012: Intermediate Algebra.

Application for Admission

Upon completion (or waiver) of the Preparatory Program, students make application to the college in which they wish to study. This application includes:

- Preparatory Program Certificate of Completion
- PMU Placement Test results
- Interview with the college
- Essay on a topic assigned by the college

PERFORMANCE EXPECTATIONS

Required Grade Average

The College of Business Administration will provide for minimum standards of academic performance from its students. Using a 4.0 scale for course grades, the College of Business Administration will require that students maintain minimum grade point averages (GPA) for various categories of courses consisting of:

- 2.0 in all courses from the PMU Core Curriculum
- 2.0 in all core business courses required by the college
- 2.25 in all courses within the major

A student who receives a D (1.0) or F in any course will be required to repeat the course and to achieve the required grade point score. In the case of an elective, another elective may be selected. These students will be required to participate in tutoring and remediation programs offered by the college faculty and the PMU Learning Resources Center.

Student Computing Requirements

Students within the College of Business Administration are required to have personal laptop computers.

Students majoring in accounting, finance, and business administration will be able to use their laptop computers for nearly all of the computing work that their courses require.

Students majoring in MIS will require some additional specialized lab facilities. The College of Business Administration will provide a limited amount of computer laboratory space to meet student needs.

College Student Information

Source of Students: The College of Business Administration will admit students according to the Saudi Arabian governing rules and regulations of higher education without regard to nationality, geographical origin, or religion who can meet the competitive admission standards and pay the required fees. Most students will be secondary school graduates from the Eastern Province of the KSA studying for the first university degree. Others may include:

- Saudi students in other countries who wish to complete their university studies in the Eastern Province.
- Employed persons with high-school certificates who wish to pursue further university studies.
- University graduates studying in selected master’s degree programs
- Individuals in the business community who wish to sharpen their competencies in specialized areas.

Student Genders: The College of business administration will admit both male and female students; however, the campus will be divided into areas that will maintain gender separation.

Admission Standards: The College of business administration will maintain highly competitive
admissions standards as measured by an admissions examination and an interview.

Commitment: The college of business administration is committed to preparing high quality graduates for employment in high demand fields in the Eastern Province and to educating the “whole” person, recognizing that success in the world depends not only on knowledge of a specific academic discipline, but also on a broader set of skills and abilities.

Graduate Competency Profile: Part of the distinctive character of the college of business is its commitment to a set of learning outcomes that all students must meet in order to graduate. The academic core curriculum of the college of business is designed to support and to measure these outcomes, and each academic business degree program will address these outcomes throughout the curriculum. All graduates of the college of business administration will be expected to acquire the following core skills and abilities through their study in the college of business programs:

- Basic competency skills – reading, writing, computation
- Communication skills – speaking, listening
- Adaptability skills – problem solving, creative thinking
- Developmental skills – self-esteem, motivation and goal setting, career planning
- Group effectiveness skills – interpersonal skills, teamwork, negotiation
- Influencing skills – understanding organizational culture, sharing leadership

Information Technology Emphasis: A distinctive characteristic of the college of business administration will be its emphasis on the utilization of information technology resources throughout the college, in all academic business programs and courses, and in the management of the college.

COMPONENTS OF BUSINESS ADMINISTRATION DEGREE PROGRAM

The Business Administration degree program offered through the Business Administration department consists of a total of 125 semester credit hours conforming to standards typical of North American universities. The degree consists of the following:

General Education Requirements: The general requirements include 54 credit hours of courses in the PMU core competencies. These include the following courses:

Humanities and Social Sciences
- COMM1311: Written Communication
- COMM1312: Writing and Research
- COMM2311: Oral Communication
- COMM2312: Technical and Professional Communication
- UNIV1211: Professional Development and Competencies
- UNIV1212: Critical Thinking and Problem Solving
- UNIV1213: Leadership and Teamwork
- ALIS1211: Arabic/Islamic Studies
- ALIS1212: Arabic/Islamic Studies

- ALIS2211: Arabic/Islamic Studies
- ALIS2212: Arabic/Islamic Studies
- PHED1111: Physical Education
- PHED1112: Physical Education

Mathematics
- MATH1311: Finite Mathematics for Students of Business
- MATH1312: Calculus for Students of Business

Natural and Physical Sciences (Select 2)
- BIOL1411: Introductory Biology
- CHEM1411: Introductory Chemistry
- GEOL1411: Introductory Physical Geology
- PHYS1411: Introductory Physics

Social and Behavioral Sciences
- ECON1311: Introduction to Macroeconomics
- ECON1312: Introduction to Microeconomics

Assessment Capstone Series
- ASSE1111: Learning Outcome Assessment I
- ASSE2111: Learning Outcome Assessment II
- ASSE4111: Learning Outcome Assessment III

College of Business Administration Core
The requirements will consist of courses that are common to all degree programs within the College of Business Administration. They represent a base knowledge that is considered necessary for all business professionals. The 38 semester credits (13 required courses) in the College of Business Administration Core are:

- MATH1313: Statistical Methods
- ACCT2311: Fundamentals of Financial Accounting
- ACCT2321: Fundamentals of Managerial Accounting
- BUSI2311: Principles of Management
- BUSI3311: Legal Environment of Business
- BUSI3312: Organizational Behavior
- BUSI3313: Marketing Principles
- BUSI3321: Operations Management
- BUSI4261: Entrepreneurship
- BUSI4362: Strategic Management
- BUSI4351: Internship
- FINA3311: Financial Management Principles
- MISY2311: Introduction to MIS

BA Degree Program Requirements (33 semester credit hours)
The BA degree program will have unique requirements that differentiate the program from others within the college and they are as follow:

- BUSI3322: Supply Chain Management
- BUSI4311: e-Commerce
- BUSI4321: International Business
- BUSI3323: Human Resource Management
- Two accounting electives
- Two finance electives
- Two MIS electives
- One business elective

Degree Program Requirements: Each degree program has unique requirements that differentiate the program...
from others within the college. Electives. Each degree program identifies the available electives and any constraints that will apply to the elective selection.

**Capstone Course**

One of the critical components in the degree structure within the College of Business Administration is the combination of capstone course and internship program.

**Capstone Course:** This component builds on the Capstone Series required by the PMU Core Curriculum, which begins in the sophomore year with ASSE 2111: Learning Outcome Assessment I and continues in the junior year with ASSE 3211: Learning Outcome Assessment II. The College of Business Administration capstone course integrates different functional areas and business perspectives through ASSE 4311: Learning Outcome Assessment III / Administrative Strategy and Policy.

**Internship:** Additionally each student is required to participate in an internship program equivalent to one course. The internship gives students hands-on experience in their chosen field of study through work in a local company. It provides the opportunity to apply concepts learned in the classroom, while it gives the business fresh ideas it may apply to a problem or need. Internships also may provide employers with a risk-free chance to try potential employees.

**Directed Study Alternative:** If it is deemed impossible for the student to participate in an internship, the student may be allowed to take a directed study course. Such a course will be designed to provide practical learning experience under the joint supervision of a faculty member and a practicing manager from a business in the Eastern Province.
### FRESHMAN YEAR

#### FIRST SEMESTER

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Title</th>
<th>Credit Hours</th>
<th>Pre-requisite</th>
<th>Course Number</th>
<th>Course Title</th>
<th>Credit Hours</th>
<th>Pre-requisite</th>
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<tbody>
<tr>
<td>ALIS 1211</td>
<td>Introduction to Islamic Culture</td>
<td>2</td>
<td></td>
<td>ALIS 1212</td>
<td>The Social System in Islam</td>
<td>2</td>
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<tr>
<td>COMM 1311</td>
<td>Written Communications</td>
<td>3</td>
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<td>COMM 1312</td>
<td>Writing &amp; Research</td>
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<td>COMM 1311</td>
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<tr>
<td>UNIV 1211</td>
<td>Professional Development</td>
<td>2</td>
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<td>UNIV 1212</td>
<td>Critical Thinking</td>
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<tr>
<td>UNIV 1213</td>
<td>Leadership &amp; Teamwork</td>
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<td>PHED 1111</td>
<td>Active Living Lifestyle</td>
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<tr>
<td>MATH 1311</td>
<td>Finite Math for Business</td>
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<td>PRPM 0012</td>
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<td>Calculus for Business</td>
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<td>Social Science Elective or Natural</td>
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<tr>
<td></td>
<td>Science Elective*</td>
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<td>Natural Science Elective*</td>
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*Social Science Electives are four (4) credit hours courses.

#### SECOND SEMESTER

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Title</th>
<th>Credit Hours</th>
<th>Pre-requisite</th>
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<tbody>
<tr>
<td>ALIS 1212</td>
<td>The Social System in Islam</td>
<td>2</td>
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<tr>
<td>COMM 1312</td>
<td>Writing &amp; Research</td>
<td>3</td>
<td>COMM 1311</td>
</tr>
<tr>
<td>UNIV 1212</td>
<td>Critical Thinking</td>
<td>2</td>
<td></td>
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<tr>
<td>UNIV 1213</td>
<td>Leadership &amp; Teamwork</td>
<td>2</td>
<td>PHED 1111</td>
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<tr>
<td>MATH 1311</td>
<td>Calculus for Business</td>
<td>3</td>
<td>MATH 1311</td>
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<td>MATH 1311</td>
<td>Calculus for Business</td>
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<td><strong>Total Credit Hours</strong></td>
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### SOPHOMORE YEAR

#### FIRST SEMESTER

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<th>Course Number</th>
<th>Course Title</th>
<th>Credit Hours</th>
<th>Pre-requisite</th>
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<th>Course Title</th>
<th>Credit Hours</th>
<th>Pre-requisite</th>
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<tbody>
<tr>
<td>ALIS 2211</td>
<td>Linguistic Communication Skills</td>
<td>2</td>
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<td>ALIS 2212</td>
<td>The Biography of Prophet Mohammad</td>
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<tr>
<td>ACCT 2311</td>
<td>Fundamentals of Financial Accounting</td>
<td>3</td>
<td>PRPM 0012</td>
<td>ACCT 2321</td>
<td>Managerial Accounting</td>
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<td>ACCT 2311</td>
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<td>ASSE 2111</td>
<td>Learning Outcome Assessment I</td>
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<td>Sophomore Standing</td>
<td>BUSI 2311</td>
<td>Principles of Management</td>
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<td>Sophomore Standing</td>
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<td>COMM 2311</td>
<td>Oral Communications</td>
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<td>COMM 1312</td>
<td>COMM 2312</td>
<td>Technical Communications</td>
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<td>COMM 2511</td>
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<td>ECON 1311</td>
<td>Introduction to Macroeconomics</td>
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<td>ECON 1312</td>
<td>Introduction to Microeconomics</td>
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<td>MATH 1311</td>
<td>Calculus for Business</td>
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<td>MATH 1313</td>
<td>Statistical Methods</td>
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<td>PRPM 0012</td>
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<td>PHED 1112</td>
<td>Health &amp; Behavioral Management</td>
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#### SECOND SEMESTER

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<th>Course Title</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>BUSI 3313</td>
<td>Marketing Principles</td>
<td>3</td>
<td>Junior Standing</td>
</tr>
<tr>
<td>BUSI 3321</td>
<td>Operations Management</td>
<td>3</td>
<td>MATH 1313</td>
</tr>
<tr>
<td>BUSI 3323</td>
<td>Introduction to HRM</td>
<td>3</td>
<td>BUSI 2311</td>
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<tr>
<td>BUSI XXXX</td>
<td>Business Elective</td>
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### JUNIOR YEAR

#### FIRST SEMESTER

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<th>Course Number</th>
<th>Course Title</th>
<th>Credit Hours</th>
<th>Pre-requisite</th>
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<th>Course Title</th>
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<tbody>
<tr>
<td>ASSE 3211</td>
<td>Learning Outcome Assessment II</td>
<td>2</td>
<td>ASSE 2111</td>
<td>BUSI 3313</td>
<td>Marketing Principles</td>
<td>3</td>
<td>Junior Standing</td>
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<tr>
<td>BUSI 3311</td>
<td>Legal Environment of Business</td>
<td>3</td>
<td>Junior Standing</td>
<td>BUSI 3321</td>
<td>Operations Management</td>
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<td>MATH 1313</td>
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<tr>
<td>BUSI 3312</td>
<td>Organizational Behavior</td>
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<td>BUSI 2311</td>
<td>BUSI 3323</td>
<td>Introduction to HRM</td>
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<td>BUSI 2311</td>
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<tr>
<td>FINA 3311</td>
<td>Financial Management Principles</td>
<td>3</td>
<td>ACCT 2321</td>
<td>BUSI 3331</td>
<td>Business Negotiations</td>
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<td>BUSI XXXX</td>
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<td>BUSI XXXX</td>
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#### SECOND SEMESTER

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<tr>
<th>Course Number</th>
<th>Course Title</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>BUSI XXXX</td>
<td>Business Elective</td>
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<td><strong>Total Credit Hours</strong></td>
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### SUMMER OF JUNIOR YEAR

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<th>Credit Hours</th>
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<tr>
<td>BUSI 4351</td>
<td>Internship</td>
<td>3</td>
<td>8 weeks full time (520 hours)</td>
<td>Minimum of 90 earned credit hours;</td>
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## SENIOR YEAR

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<tr>
<th>Course Number</th>
<th>Course Title</th>
<th>Credit Hours</th>
<th>Pre-requisite</th>
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<th>Course Title</th>
<th>Credit Hours</th>
<th>Pre-requisite</th>
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<tbody>
<tr>
<td>BUSI 4311</td>
<td>E-Commerce</td>
<td>3</td>
<td>BUSI 3313, MISY 2311</td>
<td>ASSE 4311</td>
<td>Learning Outcome Assessment III</td>
<td>3</td>
<td>ASSE 3211</td>
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<td>BUSI 3322</td>
<td>Supply Chain Management</td>
<td>3</td>
<td>BUSI 3321</td>
<td>BUSI 4362</td>
<td>Strategic Management</td>
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<td>Senior Standing</td>
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<td>BUSI 4361</td>
<td>Entrepreneurship</td>
<td>3</td>
<td>BUSI 3313</td>
<td>ACCT XXXX</td>
<td>Accounting Elective</td>
<td>3</td>
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<tr>
<td>BUSI 4321</td>
<td>International Business</td>
<td>3</td>
<td>BUSI 3311</td>
<td>FINA XXXX</td>
<td>Finance Elective</td>
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<td>BUSI XXXX</td>
<td>Business Elective</td>
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<td>MISY XXXX</td>
<td>Management Information Systems Elective</td>
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</table>

### Total Credit Hours

- FIRST SEMESTER: 15
- SECOND SEMESTER: 15

### BUSINESS ADMINISTRATION MINIMUM DEGREE CREDIT HOURS = 125

**SOCIAL SCIENCE ELECTIVES:**
- FREN 1311 Introduction to French Language
- PSYC 1311 Introduction to Psychology
- SUST 1311 Introduction to Sustainability
- GEGR 1311 World Regional Geography
- HIST 1311 World Civilizations, 1600 Present
- SPAN 1311 Introduction to Spanish Language
- SYST 1311 Introduction to Systems Thinking

**NATURAL SCIENCE ELECTIVES:**
- BIOL 1411 Introductory Biology
- CHEM 1411 Introductory Chemistry
- GEOL 1411 Introduction to Physical Geology
- PHYS 1411 Introductory Physics

**ACCOUNTING ELECTIVES:**
- ACCT 3301 Special Topics in Accounting
- ACCT 3311 Intermediate Accounting I
- ACCT 3312 Introduction to Accounting Information
- ACCT 3331 Accounting for Extraction Industries
- ACCT 4315 Forensic Accounting

**BUSINESS ELECTIVES:**
- BUSI 3301 Special Topics in Business
- BUSI 3341 Business Analytics
- BUSI 3351 Business Ethics
- BUSI 3361 Business Psychology
- BUSI 4341 Enterprise Resource Planning
- BUSI 4343 Project Management

**FINANCE ELECTIVES:**
- FINA 3312 Financial Institutions
- FINA 3313 Money & Banking
- FINA 3314 Financial Statement Analysis
- FINA 3321 Introduction to Islamic Finance
- FINA 4312 Advanced Financial Management
- FINA 4316 Capital Budgeting
- FINA 4351 Special Topics in Finance

**MANAGEMENT INFORMATION SYSTEMS ELECTIVES:**
- MISY 2312 Introduction to Programming for MIS
- MISY 3311 Database Management
- MISY 3312 Introduction to Telecommunications

* Junior Standing is required before registering elective courses

All prerequisite courses must have been successfully completed before the course that requires the prerequisite can be taken. Courses in which a grade of D or F was received do not satisfy prerequisite requirements.
UNDERGRADUATE COURSES OFFERED BY THE COLLEGE OF BUSINESS ADMINISTRATION

BUSINESS ADMINISTRATION (BUSI)
Course Title: BUSI2311: Principles of Management (3, 0)

Course Description
The purpose of this course is to present modern concepts of management to the students and help them to develop skills in analysis of business organizations both in terms of their internal functioning and interaction with the environment. In addition, various schools of management thought and their impact on the decision making process and on organizational performance are evaluated.

Prerequisite:
Course Learning Outcomes
- Define the role of management in an organization
- Recognize and conceptualize the knowledge learned
- Explain management theory and applications
- Ability to demonstrate a superior level of written skill
- Demonstrate intellectually the role of management and communication methods

Course Title: BUSI3311: Legal Environment of Business (3, 0)

Course Description
This course provides students with an understanding of the legal system in Saudi Arabia. Students are introduced to complex legal rules and court decisions affecting those in business. Particular attention is given to law governing contracts as well as commercial law in Saudi Arabia. Students explore how the Saudi court system operates. The course provides an introduction to the basics of international law for business and how it interacts with the Saudi legal system. Some specific topics covered include the law of contracts and the formation and dissolution of companies.

Prerequisite: Sophomore Year Standing
Course Learning Outcomes
- Describe the fundamental principles of a legal system.
- Define the principles and techniques used in writing a business contract, which meet all legal requirements
- Outline the various techniques to build healthy environment to conduct business based on free competition.
- Develop the skills necessary to negotiate a business argument with other companies.

- Compose a solution to a business conflict using current legal regulations and laws.

Course Title: BUSI3312: Organizational Behavior (3, 0)

Course Description
This course focuses on the factors that an individual needs to know in order to successfully interact with others in an organization. The course introduces students to topics in performance management, motivation, communication, leadership, group dynamics, conflict and negotiation, and change management. Ethics, diversity, and small business applications will be addressed.

Prerequisite:
Course Learning Outcomes
- State, explain and apply the theories of human behavior in organizations – this will include all three levels of OB – individual, group and organizational
- Recognize effective leadership behaviors and summarize the different leadership styles used in organizations
- Evaluate the key influences on decision-making in organizations
- Demonstrate an appreciation of how individual differences and motivations influence behavior in the workplace
- Describe and evaluate the key ethical issues and influence of diversity in organizations

Course Title: BUSI3313: Marketing Principles (3, 0)

Course Description
To effectively market a product, a number of factors must be considered. This course explores, marketing principles, including marketing strategy, decisions related to the product such as product distribution and pricing, targeting consumers, the difference between marketing to consumers versus businesses. The course also explores issues in advertising and other marketing communication methods, determining an advertising mix and sales promotions. Additional topics include e-marketing, entering global markets and marketing ethics.

Prerequisite: MATH1313: Statistical Methods
Course Learning Outcomes
- Define the key concepts and terminologies in the field of marketing
- Design a marketing research project that related to real world scenario
- Demonstrate oral and written communication
- Use software effectively to perform effectively using hardware and software
Course Title: BUSI3321: Operations Management (3, 0)

Course Description
This course introduces students to a number of topics that form the foundation for making operational decisions in production process. Topics include forecasting techniques, capacity planning, plant location, inventory management, quality control, MRP and ERP systems and supply chain management and project management. In addition, it discusses the operational research methods such as decision theory, and linear programming techniques.

Prerequisite: MATH1311: Finite Mathematics for Students of Business, MATH1312: Calculus for Students of Business, MATH1313: Statistical Methods

Course Learning Outcomes
- Articulate the fundamental principles of operations management.
- Develop an understanding of the operations management functions in a manufacturing or service industry.
- Demonstrate the skills necessary to identify, analyze and resolve typical problems that arise in managing operations.
- Evaluate cause and effects and business requirements for a given problem scenario.
- Generate new designs to improve the existing operations and work with people from different backgrounds as a team to solve complex business operations problems.
- Establish and measure the performance of different operations related decision problems, such as productivity, facility layout, capacity planning, facility location, forecasting, inventory, quality, etc.

Course Title: BUSI3322: Supply Chain Management (3, 0)

Course Description
A critical factor that is necessary for the smooth operation of a firm is the almost flawless performance of its supply chain. This course provides students with concepts necessary to manage a supply chain, understand the key drivers of good supply chain management, and understand the elements that create a competitive advantage. Topics include a detailed analysis of the key supply chain drivers and obstacles, logistics, modeling supply and demand, inventory management, distribution strategies, making sourcing decisions, pricing strategy, transportation, coordination in a supply chain, and the IT requirements to manage a supply chain. An examination of global supply chain management will address the importance of international business.

Prerequisite: BUSI3321: Operations Management, MATH1311: Finite Mathematics for Students of Business, MATH1312: Calculus for Students of Business, MATH1313: Statistical Methods

Course Learning Outcomes
- List the factors that must be considered in designing and managing a supply chain.
- Describe the role of information and information technology in supply chains.
- Describe the modeling techniques used to make decisions within a supply chain.
- Develop quantitative and analytical skills by using statistical and optimization tools.
- Illustrate business professional oral and written skills.
- Analyze the results obtained from different modeling techniques to make decisions within a supply chain.
- Demonstrate quantitative and analytical skills through statistical and optimization tools.

Course Title: BUSI3323: Human Resource Management (3, 0)

Course Description
This course introduces students to the policies, procedures, and strategies for human resource management. Topics include assessing human resource needs, organizational culture and environment, position description and analysis, recruitment and retention, selection, orientation and on-boarding, training and development, motivation and reward theory, performance development, diversity, compensation approaches, safety and health, ethics and social responsibility, work-life balance, and labor relations. The course addresses how to balance effective human resource administration and costs with strategic goal accomplishment.

Prerequisite: Junior Year Standing

Course Learning Outcomes
- Identify and explain the role of human resource management in the effective management of organizations.
- Recognize the linkages between the human resource function and the external and internal environment of the firm and their role in the achievement of the strategic goals of the firm.
- State and describe the key functions of human resource management and responding to future trends.
- Explain and analyze the role of HRM in the development of tactics, policies and practices in the achievement of the strategic goals of the firm.
- Analyze human resource problems in various settings in order to generate and communicate recommendations through the use of management reports.
- Assess human resource problems in various settings in order to generate and communicate recommendations through the use of management reports.

Course Title: BUSI3331: Business Negotiations (3, 0)

Course Description
This course deals with the conceptual foundations and practical applications of negotiations and conflict resolution in the context of the business environment. It includes numerous negotiation exercises as well as explorations of useful analytical frameworks. Negotiation settings involve groups and individuals. The course covers the entire process from deciding on a strategy for the negotiation setting to implementing the actual negotiations in order to reach agreement. Students engage in a number of exercises throughout the course. The purpose is to learn to develop strategic and tactical plans for negotiations that may vary from setting to setting. They also draw upon their creative thinking and problem solving skills to resolve conflict and reach agreements designed to develop and strengthen his/her negotiation and conflict management skills.

**Prerequisite:** Senior Year Standing

**Course Learning Outcomes**

- Demonstrate competency in negotiations and conflict management.
- Express an understanding of the nature of negotiations and conflict management.
- Demonstrate strategic and tactical approaches to his or her negotiation and conflict management.
- Analyze negotiations and conflict situations and make recommendations for the resolution or agreement process.
- Develop the ability to analyze the other side in negotiations and conflict situations.

**Course Title: BUSI3341: Advanced Statistical Methods (3, 0)**

**Course Description**

This course reviews the multivariate concepts that the students learned in MATH 1313. Basic concepts of data also are discussed. This course introduces advanced analysis concepts and techniques to students. These techniques include factorial analysis of variance, path analysis, factor analysis, discriminant analysis and logistic regression. All of these data analysis techniques are implemented within SPSS and the data sets in this course reflect a business or engineering environment. Emphasis is on the use of statistics to decision making in the managerial context. Emphasis on memorization of formula and algorithms should be minimal.

**Prerequisite: MATH1313: Statistical Methods**

**Course Learning Outcomes**

- Apply advanced statistical analysis in decision making.
- Distinguish between appropriate and inappropriate use of statistical data to make inferences.
- Demonstrate proficiency in using software in statistical analysis.
- Apply proper techniques for data collection.

**Course Title: BUSI4261: Entrepreneurship (3, 0)**

**Course Description**

The course introduces students to the fundamentals of starting their own business or creating a new venture unit in an existing organization. Students teach idea generation, opportunity recognition, feasibility analysis, financing, managing a startup and creating business plans. Students assimilate these concepts to develop a business plan for a startup company as part of their semester-long project. Lectures are complemented with case studies and the project to illustrate concepts. Individual and organizational ethics will be stressed in the context of creating successful businesses.


**Course Learning Outcomes**

- Memorize concepts learned in other courses to the issues to be faced in starting a new business.
- Evaluate factors to be considered in starting a business.
- Explain the role of various functional areas in a start-up.
- Write a plan for starting a new business.
- Differentiate opportunities and difficulties encountered in starting and operating new businesses.
- Demonstrate how to implement plans and monitor progress.
- Apply accounting and financial principles to starting a new business.

**Course Title: BUSI4362: Strategic Management (3, 0)**

**Course Description**

This course is designed to provide an integrated top-management perspective for business, finance and accountancy students. It will examine how corporations can formulate and implement strategies to build and sustain their competitive advantage. Emphasis is on decision-making in the face of changing conditions.

**Prerequisite: MATH1313: Statistical Methods**

**Course Learning Outcomes**

- Recognize and recall the theories and concepts underlying the practice of strategic management.
- Analyze a business and apply appropriate strategic management principles.
- Analyze the internal and external variables that affect the performance of a business.
- Synthesize and build on management principles learned previously in other courses.
- Demonstrate the ability to access, apply and communicate strategic management research.

**Course Title: BUSI4311: e-Commerce (3, 0)**

**Course Description**

This course deals with the conceptual foundations and practical applications of negotiations and conflict resolution in the context of the business environment. It includes numerous negotiation exercises as well as explorations of useful analytical frameworks. Negotiation settings involve groups and individuals. The course covers the entire process from deciding on a strategy for the negotiation setting to implementing the actual negotiations in order to reach agreement. Students engage in a number of exercises throughout the course. The purpose is to learn to develop strategic and tactical plans for negotiations that may vary from setting to setting. They also draw upon their creative thinking and problem solving skills to resolve conflict and reach agreements designed to develop and strengthen his/her negotiation and conflict management skills.

**Prerequisite:** Senior Year Standing

**Course Learning Outcomes**

- Demonstrate competency in negotiations and conflict management.
- Express an understanding of the nature of negotiations and conflict management.
- Demonstrate strategic and tactical approaches to his or her negotiation and conflict management.
- Analyze negotiations and conflict situations and make recommendations for the resolution or agreement process.
- Develop the ability to analyze the other side in negotiations and conflict situations.

**Course Title: BUSI3341: Advanced Statistical Methods (3, 0)**

**Course Description**

This course reviews the multivariate concepts that the students learned in MATH 1313. Basic concepts of data also are discussed. This course introduces advanced analysis concepts and techniques to students. These techniques include factorial analysis of variance, path analysis, factor analysis, discriminant analysis and logistic regression. All of these data analysis techniques are implemented within SPSS and the data sets in this course reflect a business or engineering environment. Emphasis is on the use of statistics to decision making in the managerial context. Emphasis on memorization of formula and algorithms should be minimal.

**Prerequisite: MATH1313: Statistical Methods**

**Course Learning Outcomes**

- Apply advanced statistical analysis in decision making.
- Distinguish between appropriate and inappropriate use of statistical data to make inferences.
- Demonstrate proficiency in using software in statistical analysis.
- Apply proper techniques for data collection.
This course focuses on the factors that a firm needs to consider when doing business on the Internet. It also introduces students to the technological issues that must be addressed to be able to conduct e-commerce in today’s mobile, digital Internet-centric world. The focus of the course, however, is on e-commerce strategies, Internet consumers, marketing and pricing strategies. In addition, current ongoing changes in relation to Internet content, privacy, and ever-expanding social networks are integrated in real time, as is the growing area of mobile platforms related to smart technologies.

Prerequisite: BUSI3313: Marketing Principles, MISY2311: Introduction to MIS

Course Learning Outcomes

- List the factors that must be considered for e-commerce.
- Identify and address relevant technological, strategic, operational and social issues that are important factors to be successful in e-commerce.
- Evaluate the needs of various types of e-commerce sites and platforms used today’s mobile society.
- Develop business professional oral and written skills.
- Demonstrate how to design a website.
- Demonstrate the effective use of information technology in e-commerce

Course Title: BUSI4321: International Business (3, 0)

Course Description

The course presents different frameworks for understanding the world through its various social, legal, economic, political, and technological conditions. The students have a number of ways for thinking about these fundamental conditions and how they affect an organization's ability to conduct business internationally. The course also encourages the student to develop a mindset that questions traditional assumptions. The main focus of the course is how individuals, firms, industries, sectors, organizations, and countries are connected to one another and how those connections affect business. The course also focuses on the constantly changing relationships among these entities.

Prerequisite: This course should be taken in the second semester of the junior year or later.

Course Learning Outcomes

- Develop an understanding of the global economy and the ideas of borderless markets
- Promote an understanding of the fundamental forces that impact on international business
- Generate an awareness of other cultures, languages, religions, population, and social structures and how they impact on doing business overseas
- Prepare to do business internationally and to deal with foreign business representatives doing business in Saudi Arabia.

Course Title: BUSI4351: Internship (3, 0)

Course Description

The role of the internship is to provide students with an appreciation of the types of work involved with their major before they actually enter the job market. The internship also provides students with first-hand experience and supplements the theories they have learned in the classroom. It allows them to draw upon various concepts to solve complex, real world problems. It provides the business with an opportunity to have students with fresh ideas work on an issue or a problem currently facing the business. Internships may also provide employers with a risk-free chance to try potential employees before actually hiring them.

Prerequisite: ASSE2111: Learning Outcome Assessment I, ASSE3211: Learning Outcome Assessment II, Completion of all core courses in the College of Business Administration.

Course Learning Outcomes

- Record and integrate knowledge from functional business areas to business situations.
- Recall the meaning of the terminology and the tools used in business strategy formulation.
- Prepare, interpret, and apply relevant business information and projections.
- Evaluate information about a business, industry, sector, or market and use that information for comparative purposes
- Develop strategies to deal with unexpected circumstances and foster technology, innovation, and entrepreneurship.
- Develop an effective skillset in problem analysis
- Develop a strategically organized, written and visual documentation and reflection of student performances and accomplishments
- Demonstrate decision making, such as leadership, teamwork, cooperation, and interpersonal skills.
- Demonstrate an oral presentation using technological tools.

ACCOUNTING (ACCT)

Course Title: ACCT2311: Fundamentals of Financial Accounting (3, 0)

Course Description

This course focuses on the accounting cycle, transaction analysis, and the preparation and interpretation of financial statements. It is designed to teach the concepts and procedures underlying the measurement and reporting of financial information prepared for external users including creditors, government, and investors). Students learn to analyze record transactions, and to prepare and interpret financial statements (income statement, balance sheet, statement of changes in stockholders’ equity, and statement of cash flows). They are introduced to the concepts and principles underlying the measurements used in accounting to prepare the financial statements. This course is central to the education of any student aspiring to a career as a professional accountant. In addition, this course
provides valuable training for students aspiring to careers in finance, accounting, or management.

**Prerequisite:** None.

**Course Learning Outcomes**

- State / Outline the nature of financial accounting.
- Recognize the basics of financial accounting
- Use or prepare spreadsheets/Word documents and/or computer graphics in preparing case analyses and PowerPoint slides in making classroom presentations/submissions.
- Participate in class, to complete written homework assignments and to interact with other classmates.
- Participate in collaborative learning, problems and cases in financial accounting selected to foster cooperative learning.

**Course Title: ACCT2321: Fundamentals of Managerial Accounting (3, 0)**

**Course Description**

The course is designed to teach the concepts and procedures underlying the measurement and reporting of managerial information prepared for users internal to the enterprise who direct and control its operations. It is intended to demonstrate how managerial accounting adds value to the organization in providing information for decision making and planning, by assisting managers in directing and controlling the activities of the enterprise, and by motivating managers and other employees towards organizational goals.

The course also focuses on the concept of responsibility accounting and the measurement of performance of managers and segments of the business. A number of managerial accounting tools are covered including basic cost concepts, cost-volume-profit analysis, activity-based costing, budgeting profit-planning and control, the use of standard costs to determine product cost and performance evaluation, using cost accounting information in make or buy decisions, capital budgeting including present value analysis in project evaluation, and transfer pricing.

**Prerequisite:**

**Course Learning Outcomes**

- State / Outline the nature of managerial accounting.
- Recognize the basics of managerial cost analysis
- Participate in collaborative learning, problems and cases in managerial accounting selected to foster cooperative learning, teamwork and group discussion
- Use or prepare spreadsheets/Word documents and/or computer graphics in preparing case analyses and PowerPoint slides in making classroom presentations/submissions.

**Course Title: ACCT3311: Intermediate Accounting I (3, 0)**

**Course Description**

The intermediate accounting courses are designed to teach the concepts and procedures underlying the measurement and reporting of financial information. This course focuses on the environment of accounting, development of standards, basic theory, financial statements, worksheets, annuities and present value, receivables, inventories, liabilities, plant assets, depreciation and depletion, and accounting for intangible assets. This course is designed to provide students with a continuous base of technical accounting knowledge.

The course helps students learn how to determine what information should be reported and how it should be quantified according to generally accepted accounting principles (GAAP). It provides an educationally effective blending of theory and practice relating to the current intermediate accounting body of knowledge.

**Prerequisite:**

**Course Learning Outcomes**

- List the fundamental principles of Financial Accounting
- Describe & explain the basic principles, constraints & assumptions of financial accounting
- Prepare the four financial statements with ease.
- Analyze & draw conclusion from unstructured numerical problems & financial statements

**Course Title: ACCT3312: Introduction to Accounting Information Systems (3, 0)**

**Course Description**

This course is a comprehensive study of technology, accounting systems, controls, operations, organizations, and strategy. Students explore the accountant’s role in the development of accounting information systems. They develop skills in documenting systems as well as the ability to analyze and report on internal control systems. The basic information functions of several accounting applications are covered, including the revenue cycle, the expenditure cycle, and the production cycle. Students develop familiarity with a general ledger software package and are able to set up an accounting system using the software.

**Prerequisite:**

**Course Learning Outcomes**

- Memorize the basic terms and their application in an accounting information system and business processes.
- Recall the typical business processes in organizations
- Summarize the role of accountants and accounting information systems in organizations
- Demonstrate collaborative learning, problem solving.
- Design and create databases for accounting systems

**Course Title: ACCT3321: Intermediate Accounting II (3, 0)**
Course Description

The intermediate accounting courses are designed to teach the concepts and procedures underlying the measurement and reporting of financial information. This course is designed to provide students with a continuous base of technical accounting knowledge. The course helps students learn how to determine what information should be reported and how it should be quantified according to generally accepted accounting principles (GAAP). It provides an educationally effective blending of theory and practice relating to the current intermediate accounting body of knowledge.

The course focuses on specific accounting topics such as stockholders’ equity, earnings per share, investments in bonds and stocks, the equity method, revenue recognition problems, accounting changes, error analysis, income taxes, leases, and cash flows. This course is essential to the education of any student aspiring to a career in accounting and/or other related financial disciplines.

Prerequisite: ACCT3311: Intermediate Accounting I

Course Learning Outcomes

- Describe complex accounting concepts
- Perform high level journal entries
- Demonstrate written, oral and presentation skills
- Describe the impact of journal entries on financial statements.
- Analyze company annual reports
- Describe measurement and recognition mechanisms

Course Title: ACCT4311: Auditing and Assurance Services (3, 0)

Course Description

This course focuses on the role of the auditor and the generally accepted auditing standards and other procedures used to enable him or her to form an opinion about whether financial statements are fairly stated. It introduces the basic concepts underlying an audit of financial statements and an audit of internal control over financial reporting as well as the application of those concepts to each type of audit.

The following areas are covered: professional ethics, professional responsibility and legal liability of the auditor; the audit process, including audit responsibilities, objectives and reports; the collection of audit evidence; audit planning and analytical procedures; the evaluation of materiality and risk; the evaluation of internal control and control risk; the development of an overall audit plan and audit program; audit tools such as statistical sampling in tests of controls and substantive tests of transactions; the application of audit procedures to selected parts of the business cycle; fraud auditing; and information systems audit and control.

Prerequisite:

Course Learning Outcomes

- Describe and define the foundations, concepts and standards underlying auditing practices and techniques.
- Develop analytical skills, logical thinking abilities, oral presentation skills, and written communication skills
- Show analytical skills, logical thinking abilities, and oral presentation skills
- Demonstrate ability to work as groups and written communication skills

Course Title: ACCT4312: Advanced Accounting (3, 0)

Course Description

The Advanced Accounting course is a continuation of the financial reporting sequence begun in the Intermediate Accounting courses. Advanced Accounting deals with three major areas: business combinations and consolidations, multinational accounting, and partnerships. The study of consolidated financial statements includes business combinations; consolidated statements at date of acquisition and subsequent to acquisition; inter-company transactions, including merchandise, plant assets, notes, bonds, and leases; cash flow, earnings per share, taxation, and unconsolidated investments; and subsidiary equity transactions, including indirect and mutual holdings. Multinational accounting and reporting includes topics such as international accounting standards, derivatives and related accounting issues, foreign currency transactions, and translation of foreign financial statements. The study of partnerships includes the characteristics, formation and accounting for activities, including ownership changes and liquidations.

Prerequisite: ACCT3321: Intermediate Accounting II

Course Learning Outcomes

- Memorize the basic terms, concepts and their application in accounting for business consolidations, international operations and partnerships.
- Describe the special problems underlying accounting for business consolidations, international operations, and partnerships
- Summarize concepts and procedures underlying the measurement and reporting of financial information dealing with business consolidations, international operations, and partnerships.
- Demonstrate collaborative learning and problem solving.
- Demonstrate an understanding of the concepts and procedures underlying the measurement and reporting of financial information dealing with business consolidations, international operations, and partnerships.

Course Title: ACCT4313: Accounting for Governmental and Not-For-Profit Organizations (3, 0)

Course Description
This course discusses the basic framework, principles and concepts underlying accounting for governmental and not-for-profit organizations. This includes budgeting, fund accounting, and accounting and financial reporting for local governmental units, hospitals, voluntary health and welfare organizations, and other non-profit entities.

**Prerequisite:** ACCT3311: Intermediate Accounting I

**Course Learning Outcomes**

- Describe and define the nature of accounting in governmental and not-for-profit organizations.
- Evaluate and analyze the financial statements of governmental and not-for-profit organizations.
- Develop in students the ability to research and solve unstructured problems in governmental and not-for-profit accounting.
- Show written and oral skills.
- Show ability to work as groups.

**Course Title:** ACCT4314: International Accounting (3, 0)

**Course Description**

International accounting encompasses accounting for international transactions, the operations of international firms, and comparisons of accounting principles and practices world-wide. The overall course objective is to provide an overview of international accounting practices and issues. The course will cover the necessary topics for students to be able to:

- Use accounting, economics, information systems, and technology, finance, and management principles to make strategic management decisions in the global marketplace.
- Promote an appreciation of social responsibility, legal and ethical standards, and corporate governance issues; apply and evaluate ethical principles and social responsibility in business interactions; and apply ethical principles to business interactions.

**Prerequisite:** ACCT3321: Intermediate Accounting II

**Course Learning Outcomes**

- Explain the basis for a professional competence in international accounting and provides an understanding of accounting globally.
- Develop problem solving for assigned questions, exercises, problems, and cases.
- Demonstrate oral, written and listening skills are developed as students are encouraged to participate in class, to do written homework assignments, and to interact with other classmates.
- Demonstrate in teamwork and in collaborative learning problems and cases dealing with international accounting.

**Course Title:** ACCT4321: Accounting for Managerial Planning and Control (3, 0)

**Course Description**

This course enables students to become familiar with the concepts and methods of internal reporting that allow managers to make decisions and to plan and control business operations. Students are encouraged to use accounting information in a variety of organizational contexts. The lessons taught in this course have practical significance in students’ chosen careers. This course enables students to derive more benefit from related courses in finance, marketing, management, statistics, and economics. The course is divided into three sections: (1) cost analysis, decision making and project evaluation; (2) profitability analysis, performance evaluation and managerial control; and (3) other tools used in planning and decision making.

**Prerequisite:**

**Course Learning Outcomes**

- Describe the nature of accounting for managerial planning and control.
- Describe the basics of managerial planning and control analysis.
- Describe the basics of managerial planning and control analysis
- Summarize topics covered in previous accounting and non-accounting courses.
- Evaluate the ability of students work in groups.
- Demonstrate the written and oral communication skills.

**Course Title:** ASSE4311: Learning Outcome Assessment III / Administrative Strategy and Policy (3, 0)

**Course Description**

The course uses analytical elements within an integrative process to help formulate practical solutions for selected organizations. Because problems are multi-dimensional and an organization is a living complex system, this course highlights that fact and allows the student an opportunity to be creative and innovative in dealing with challenges. The tools used address internal and external analysis to identify strengths, weaknesses, opportunities, and threats faced by businesses in the short- and long-term. The results of this analysis are used to develop feasible multi-level solutions to deal with the global, increasingly competitive world in which modern businesses operate.

**Prerequisite:** Senior Year Standing

**Course Learning Outcomes**

- Recognize and recall key characteristics of internal and external analysis for policy and strategy
- Apply investment tools learned from various courses in your specialization
- Demonstrate the ability to access, criticize and appraise real life key investment challenges. The course is designed to foster learning through team work and group discussion
- Appraise by requiring students to participate in classroom discussion on current issues faced by local equity market
• Employ an effective skill in analyzing and writing reports effectively

ECONOMICS (ECON)
Course Title: ECON1311: Introduction to Macroeconomics (3, 0)

Course Description
Macroeconomics focuses on economy-wide problems such as inflation, unemployment, and economic growth, including: forecasting business cycles, interest rates and exchange rates; causes of trade disequilibrium; consequences of fiscal unbalances; short- and long-term effects of monetary policy; and the globalization of financial markets. These topics are integrated into a theoretical framework that relies on international factors. Examples are used to enhance knowledge of the world economy and skills in solving practical problems. Lectures are complemented with group projects and interactive computer-based exercises.

Prerequisite: None.

Course Learning Outcomes
- Outline the role scarcity plays in defining economic choices and outline an understanding of Gross Domestic Product (GDP) and the fundamental macroeconomic problems of recession, economic growth, unemployment, inflation and international trade.
- Outline an understanding of employing the aggregate-demand and aggregate-supply model to analyze national economic conditions and macroeconomic policy options.
- Outline an understanding of the uses and limitations of fiscal and monetary policy as a tool for stabilizing and managing the economy and outline the functions of a nation’s central bank.
- Develop problem solving abilities as students analyze assigned questions, exercises, problems, and cases.
- Demonstrate the ability to access, criticize and appraise real macroeconomic issues and problems pertaining to local and international cases. The course is designed to foster cooperative learning, teamwork, and group discussion.
- Develop oral, written, and listening skills as students participate in class discussion, engage in homework assignments, and interact with classmates.

Course Title: ECON1312: Introduction to Microeconomics (3, 0)

Course Description
Microeconomics requires application of analytical and problem solving skills required to examine data to support rational decision making in day to day life. This course provides a logical framework for enhancing critical thinking skills, innovation, inquiry, analysis, evaluation and syntheses of information related to key microeconomic issues. Students will learn to recognize the importance of specific concepts and how they fit together. The student will be able to use appropriate graphs and formulas to express microeconomic relationships and to predict the consequences of changes in relevant variables. Course exercises will require students to work as a team to analyze a problem, write and orally present a report. Students will work in groups on projects and assignments and use the Internet to retrieve relevant information and data needed to complete the projects and assignments required for successful completion of course.

Prerequisite:

Course Learning Outcomes
- Outline the role scarcity plays in making economic choices and the meaning of market demand and supply, equilibrium and elasticity.
- Outline an understanding of how consumers maximize their utility, the production function, the law of diminishing returns, and how the various measures of cost are related.
- Outline an understanding of the market characteristics of perfect competition, monopoly, oligopoly and monopolistic competition and how the markets differ in terms of profits, pricing, and how they affect consumers.
- Develop problem solving abilities as students analyze assigned questions, exercises, problems, and cases.
- Develop oral, written, and listening skills as students participate in class discussion, engage in homework assignments, and interact with classmates.

FINANCE (FINA)
Course Title: FINA3311: Financial Management Principles (3, 0)

Course Description
In addition to marketing and operations, finance is one of the key functions of business. Money is the blood of any organization. This course will deal with the fundamentals of financial management. It will emphasize the role of finance in planning and decision making. Specific topics to be covered include the environment of financial management, wealth maximization, understanding financial statements, financial analysis, evaluating a firm’s financial performance, risk-return relationship, time value of money, discounted cash flow analysis, risk in capital budgeting, stock and bond valuation, capital structure and cost of capital, working capital management, and valuation of the firm.


Course Learning Outcomes
- Define the role of finance in business decisions
- Define basic finance terminology
- Outline risk-return trade off.
Course Title: FINA3312: Financial Institutions (3, 0)

Course Description
This course is a study of major financial institutions and the markets in which they operate, with emphasis on financial decision making and risk management. Topics include financial intermediation theory; measurement and management of interest rate risk, credit risk, off-balance-sheet risk, foreign exchange risk, country risk, and liquidity risk; capital adequacy; deposit insurance, securitization, and product/market diversification. The use of derivatives and futures to manage risk and financial analysis of depository institutions are covered.


Course Learning Outcomes
- Describe the role of financial markets and institutions – (including Central Banks)
- Describe the importance of the money and capital markets to an economy
- Analyze the determinants and structure of interest rates.
- Explain and summarize the securities operations
- Analyze the stock valuation and risk
- Design and apply appropriate data structures for solving financial market and institution problems
- Develop improved communication and collaborative skills.
- Analyze the performance characteristics of the money and bond markets.

Course Title: FINA3313: Money and Banking (3, 0)

Course Description
The course addresses the financial industry with special emphasis on the money market and the banking industry. The financial system and how it is related to the economy as a whole is studied. Monetary policy tools are discussed along with governmental regulations and ways of dealing with local and global issues affecting the money market. The course addresses new technological advances and their effects on banking, money and monetary policy. Interest rate targeting and the level of economic activity are studied along with managing risk in a global environment.

Prerequisite: ECON1311: Introduction to Macroeconomics, ECON1312: Introduction to Microeconomics

Course Learning Outcomes
- Recognize and recall concepts of monetary economics, banking theory and the various money market instruments
- Recognize the foreign exchange market and the applications of the exchange rates
- Explain how monetary and fiscal policy affects the financial system
- Describe the main elements of the financial system and describe the roles played by different financial assets in this system
- Justify the main goals of monetary policy and assess the importance of monetary policy in the economy
- Explain the determinants and the term structure of interest rates
- Explain the impact of inflation and the monetary policy on interest rates
- Explain the various ways to hedge interest rate risk

Course Title: FINA3314: Financial Statement Analysis (3, 0)

Course Description
Financial information is reported in financial statements, which provide a wealth of information if analyzed properly. The course provides a detailed study of financial statements with emphasis upon practical interpretations. Attention is given to financial statement analysis using financial accounting information and its finance implications. Balance sheets, income statements, statements of retained earnings, and cash flow statements are studied and examined as sources of information and the basis of the analyses. Students learn to assess the quality of information, assumptions used in preparing the statements, and cash flow calculations. Financial accounting standards are considered to help understand how the reporting requirements impact the numbers.

Prerequisite: ACCT2311: Fundamentals of Financial Accounting, ACCT2321: Fundamentals of Managerial Accounting

Course Learning Outcomes
- State the assumptions used in preparing financial statements.
- Explain how to apply different analysis tools to financial statements
- Illustrate how statements can be prepared differently based on perspective such as financial accounting, tax accounting or managerial accounting.
- Interpret the results of the analysis and use them to reach conclusions about the company under review
- Evaluate the quality of data.
- Show responsibility for own learning
- Demonstrate effectively working in teams
- Illustrate ethnically in personal and public forums
Course Title: FINA4312: Advanced Financial Management (3, 0)

Course Description
The course provides applications of financial management tools, examination and interpretation of financial statements, and integration of financial policy and structure on overall management of the enterprise. More in-depth coverage of special topics such as financial planning, budgeting, long-term investment decisions, working capital management, cost of capital, valuation, rates of return, and choosing among alternative sources of funds.

Prerequisite: FINA3311: Financial Management Principles

Course Learning Outcomes
- Justify financial management tools to business problems.
- Evaluate risk and return aspects of various decisions.
- Design capital budgeting techniques in problems and short cases.
- Recognize the key elements in capital structure decisions.
- Use working capital management techniques to offer solutions to hypothetical cases or to participating local companies.
- Develop a more in-depth understanding of finance theory.

Course Title: FINA4313: Investments (3, 0)

Course Description
An understanding of investment concepts, tools and techniques is essential to successful investing. The investing decision is one of the key applications of the concept of the risk-return tradeoff. Monitoring the portfolio and continuing to manage it effectively is both an art and science. This course provides an introduction to investment management issues. Key financial and technical aspects of stocks, bonds, options and future markets are included. The course also covers buying and selling securities, understanding of securities markets, the inflation effect, portfolio analysis and evaluation.


Course Learning Outcomes
- Outline key characteristics of different type of securities.
- Explain the efficient market hypothesis and how it relates to investment decisions.
- Recognize key investment analysis tools.
- Describe portfolio theory and capital asset pricing model.
- Demonstrate use of key investment analysis tools.

Course Title: FINA4314: International Finance (3, 0)

Course Description
This course is a study of the institutions and relationships of the international financial system as they relate to balance of payments, foreign exchange risk, arbitrage and the Eurocurrency market. The emphasis is on methods of arbitrage, forecasting exchange rates, and hedging against foreign exchange risk. Additionally, the course addresses different financial management topics (such as capital structure and cost of capital, short term and long-term financing) as they apply to the international environment. It considers differences in accounting procedures, governmental regulations, political risk, and exchange rates. Ethics in international transactions are addressed.


Course Learning Outcomes
- Recognize the international environment in which a firm operates.
- Describe and recognize the major international finance markets.
- Recognize some of the commonly used tools to assess different types of risk in international transactions.
- Recognize key features of exchange rate calculations, strategic planning in international context, and international banking.
- Recognize how hedging and arbitrage work.
- Develop and understand the meaning of key terms used in international finance.

Course Title: FINA4315: Security Analysis and Portfolio Management (3, 0)

Course Description
This course is a study of the institutions and relationships of the international financial system as they relate to balance of payments, foreign exchange risk, arbitrage and the Eurocurrency market. The emphasis is on methods of arbitrage, forecasting exchange rates, and hedging against foreign exchange risk. Additionally, the course addresses different financial management topics (such as capital structure and cost of capital, short term and long-term financing) as they apply to the international environment. It considers differences in accounting procedures, governmental regulations, political risk, and exchange rates. Ethics in international transactions are addressed.

Course Title: FINA4316: Capital Budgeting (3, 0)

Course Description

The course addresses methods for evaluating long term investments that involve large sum of money with a longer life than regular expenditures. Students study how to estimate relevant cash flows, pros and cons of different methods of evaluation, and how to interpret the results. The course examines risks in investment decisions, risks of a project, risks in a portfolio, and how to measure these risks. It includes modified rate of return, net present value, profitability index, payback, disposal decisions, reinvestment assumption, and dealing with capital rationing. Once calculations are made, interpretation of the results is highlighted along with the need for post-audits.


Course Learning Outcomes

- Explain the importance of capital budgeting decisions.
- Differentiate terms used in capital budgeting.
- Recognize and calculate relevant cash flows.
- Justify the use to different methods and capital budgeting techniques.
- Evaluate project risk.
- Recognize and evaluate portfolio risk.
- Demonstrate an awareness of the problems associated with multiple yields, the reinvestment assumption, and decisions under capital rationing conditions.

Course Title: FINA4351: Special Topics in Finance (3, 0)

Course Description

This course covers a selected area in finance. It also provides a method for testing new finance courses to find if they fill a gap in the offerings or serve as a possible elective for finance or non-finance majors. Exact coverage and course requirements are recommended by the faculty and approved by the department and the College of Business through the normal curriculum approval process.

Prerequisite: Prerequisites vary depending upon the topic. Admission to the course also may be granted by permission of the instructor.

Course Learning Outcomes

- Distinguish between Islamic and conventional finance products.
- Structure Islamic finance and investment products in simple settings.
- Demonstrate Islamic finance and investment products in simple settings.
- Appreciate the mechanism behind Islamic finance system.
- Reorganize to Islamic insurance and bond markets work.
- Recognize the importance of Islamic capital markets.

HUMAN RESOURCE MANAGEMENT (HRMT)

Course Title: HRMT3321: Introduction to Human Resource Management (3, 0)

Course Description

This course serves as an introduction of human resource concepts in modern organizations (known in the past as personnel and industrial relations). It covers different aspects of managing the human factor in organizations, using the tools necessary for its effective management. Coverage includes aspects such as forecasting needs, recruitment, selection, compensation, training, development, evaluation, discipline, and employee assistance.

Prerequisite:

Course Learning Outcomes

- Explain what the key functions of HRM in an organization are and how these functions (together and separately) may contribute to organizational effectiveness.
- Explain the key processes, practices and/or methods used in each HRM function and how they may contribute to strategic success in an organization.
- Explain how governmental regulations and laws affect a variety of HRM practices.
- Apply the HRM functional knowledge.
- Analyze case studies of people management and make recommendations to guide appropriate HRM actions.

Course Title: HRMT3331: Recruitment, Placement and Staffing (3, 0)

Course Description

This course introduces students to the processes organizations use to ensure that they have the right number and the right kind of people to deliver a particular level of output and/or services during a given period of time. The course provides systems that students can utilize when they join the labor market, and explores how managers plan recruitment efforts by assessing the supply of and demand for human resources. It also provides tools to examine the hiring
process in details and the challenges managers face in acquiring and maintaining the right people in the right jobs.

Prerequisite:

Course Learning Outcomes

- Explain how recruitment and selection (both separately and as a cluster) relate to strategic HRM and the competitiveness of an organization
- Explain what the key practices of recruitment and selection are and how these activities relate to practices in other HRM functions
- Demonstrate the application of key practices and/or methods of recruitment and selection in a simulated or supervised work setting
- Analyze organizational cases, scenarios, or reports to determine the positive and/or negative roles that recruitment and selection practices played or can play in organizational performance
- Apply metrics to assess the effectiveness and efficiency of recruitment and selection practices in a simulated (or supervised) work setting
- Interpret organizational demand and labor market supply intelligence, to develop plans for recruitment and selection initiatives

Course Title: HRMT3332: Training and Development (3, 0)

Course Description

This course is designed on the basis that people are an organization’s greatest asset, therefore investing in effective training and development pays dividends by contributing to improvements in performance and productivity. Beginning with a perspective of how training and development fits within the broader context of human resources management, this course addresses key elements including analyzing staff training and learning needs; designing, delivering and administering effective training programs; identifying alternatives and supplements to training; and evaluating the effectiveness of staff training and development interventions.

Prerequisite:

Course Learning Outcomes

- Explain what the phases of a training process in an organization could include, as well as how, and why this process can be applied
- Explain possible processes, practices and methods of employee development in an organization, as well as how and why they may be applied
- Explain effective operational links between the T&D function and other HRM functions and how these operational processes and/or linkages might add to the strategic competitiveness of an organization
- Analyze a perceived performance problem as part of a training needs analysis and make recommendations for T&D and/or other relevant people management initiatives

- Design, develop, and present a training session (in the classroom or in an organizational context)
- Conduct a training and/or development evaluation and make relevant recommendations for its operational and strategic value to the organization

Course Title: HRMT3333: Organizational Development and Change (3, 0)

Course Description

The main focal point of this course is to provide students with a broad overview of organizational change and development process. The course intends to provide a balanced perspective between theoretical approaches highlighting the various stages in organizational change process and emphasis will be given to the “so what are you going to do” question. In addition, the course will provide students with the basic fundamentals for organizational diagnosis and the development of successful solutions. In addition, emphasis will be provided on creating awareness of the present state of knowledge in the area of change management, evaluating emerging theories and their application, evaluating inter personal and team skills used in organizational development and change.

Prerequisite:

Course Learning Outcomes

- Explain the main theories and practices in Organizational Development (OD)
- Explain the role of resistance to change, it potential causes, and various way to manage it
- Identify and diagnose the need for development and change in a simulated or (under supervision) in a real organization by analyzing the organization in its context
- Given a diagnosis that describe a need for OD/change, recommend alternative interventions and describe their benefits and drawbacks
- Develop a OD/change management implementation plan with contingencies for a simulated or (supervised) real organization
- Evaluate the design and/or implementation of an OD/change intervention to determine its contribution to the or strategic effectiveness of an actual or simulated organization

Course Title: HRMT3334: Negotiation and Conflict Management (3, 0)

Course Description

This course explores the nature of conflicts common in personal and organizational life. It examines various techniques in handling conflicts with emphasis on different strategies and tactics used in competitive and cooperative negotiations. It will cover conflict management styles, effective and ineffective negotiators, planning for negotiations, using and countering bargaining tactics, managing the negotiation process within and between groups, avoiding negotiation mistakes, use of power and influence, handling multi-party negotiations, understanding
gender differences and negotiating across cultures, and alternative dispute resolution (mediation and arbitration).

**Prerequisite:**

**Course Learning Outcomes**

- Outline the nature and sources of conflict and explain the different strategies and approaches used in the resolution of conflict
- Explain best practice mediation and negotiation processes and describe the role of the mediator in ensuring a successful outcome to these processes
- Explain what is meant by the term ADR (alternative disputes resolution) and identify the different forms ADR can take
- Demonstrate the ability to use conflict resolution skills in practical situations
- Research and evaluate the different strategies to be used in cross-cultural negotiation and mediation situations

**Course Title: HRMT4322: Human Resource Management (3, 0)**

**Course Description**

This course will provide the opportunity for students to be familiar with various software tools that they may encounter in the workplace. Emphasis will be placed on acquiring the following skills:

A. Identifying, evaluating and planning for human resource information system;
B. Assessing and resolving issue related to system implementation;
C. Understanding routine and customized uses of human resource information system;
D. Developing and explaining software generated employees reports

**Prerequisite:**

**Course Learning Outcomes**

- Explain the purpose of Human Resources Information System and how it facilitates HR Program.
- Critically discuss how the different HRM functions interrelate with each other and how that impacts on the design and likely success of an HRIS
- Apply/implement HRIS software to process data for application in different HRM functions (in a simulated or real workplace)
- Assemble, organize, document, and report HRM information using appropriate technology and the HRIS
- Analyze the practical effectiveness of an HRIS in serving the decision-making needs in different HRM functions (at minimum for employee development, employee training, internal recruitment, promotions, and reward management)
- Evaluate and then customize various HRIS modules to fit a specific organizational

**Course Title: HRMT4333: Compensation and Benefit (3, 0)**

**Course Description**

The purpose of this course is to provide students with an understanding of the application of compensation principles to organizational objectives, where compensation focuses on how organizations use pay systems to improve their performance in the long term. It will emphasize how compensation systems will likely impact on organizational productivity, equity, and the firm's ability to recruit and keep highly skilled and motivated employees. Moreover, the course will provide students with the appropriate tools and techniques of job analysis, job descriptions, job evaluation, pay surveys, pay structures and pay administration.

**Prerequisite:**

**Course Learning Outcomes**

- Explain a typical compensation and benefits administration process in an organization
- Explain the total reward philosophy, its advantages and challenges to achieve strategic value in an organization
- Apply different job evaluation systems to evaluate an array of jobs and link the results to a compensation system
- Analyze the causes of typical red flag and green flag cases of compensation in a simulated or (supervised) real organization
- Develop a set of criteria that could be used to assess effective compensation practices in an organization for their contribution to strategic advantage
- Evaluate compensation systems in simulated or (supervised) real contexts to make recommendations about equity, attraction, motivation, and retention of employees

**Course Title: HRMT4334: Research Methods in Human Resource Management (3, 0)**

**Course Description**

This course provides students with techniques to effectively carry out research in human resource management. The Research Methods for HRM Students aims to guide student researchers to successfully formulate their research objectives, research proposals, projects and/or dissertations. Research theories, detailed chapters, guide on choosing topic, reviewing the literature, understanding philosophies, research design, access and ethics, data collection and analysis, and writing and presenting will be discussed. The students work on cases in teams and have both written and oral presentations. The Internet is used extensively to collect relevant information for the cases.

**Prerequisite:**

**Course Learning Outcomes**
Course Title: HRMT4335: Strategic Human Resource Management (3, 0)

Course Description
Human resource managers are required in today's business environment to link human resource strategy and practices to the organization's strategy and ultimately to organizational performance. There is a growing recognition of the critical importance of managing human resources in a multinational context. Therefore the purpose of this course is to provide students with an understanding of the link between human resource management and organizational strategy, and the importance of human resource management in enhancing firm performance. This course will emphasize strategic human resource choices facing the organization such as human resource strategy formulation and implementation. In addition, the course will elaborate on the processes and activities used to formulate human resource objectives, practices and policies to meet the short term and long term organizational needs and opportunities, to guide and lead the change process and to evaluate the contributions of human resources to organizational effectiveness.

Prerequisite:

Course Learning Outcomes
- Explain the feasibility and nature of the link between business strategy and HR strategy
- Outline the key areas of Strategic Human Resource Management including commitment and engagement, organizational design, performance management, learning and development, international HR practices, and organizational culture
- Describe key aspects of forecasting the human resources needs of an organization
- Appraise the job analysis procedure and competency audit required for strategic HRM.

Course Title: HRMT4336: Performance Appraisal Management (3, 0)

Course Description
This course provides the identification, measurement, and management of human performance in organizations. Rational and legally defensible identification requires an appraisal system based on job description and job analysis. Measurement, which is the main element of the appraisal system, involves managerial judgment of how “good” or how “bad” employee performance is during a specific period of time. Management is the overriding goal of any appraisal system. Appraisal is not a past activity that criticizes or praises employees, but rather a future-oriented view of what employees can do to achieve their potential in the organization. This course will provide students with some effective tools of management.

Prerequisite:

Course Learning Outcomes
- Explain the rationale, content, and contingencies for organization-wide performance management systems
- Discuss all the elements of typical performance appraisal processes
- Identify rating errors, biases and other appraisal challenges in simulated or actual performance interviews
- Analyze the impact of performance-related factors (such as work/job design, competence, motivation, goal-setting, and feedback) on performance and make recommendations for improvements to these factors to enhance individual and organizational performance.
- Design performance appraisal forms and carry out the actual evaluation
- Analyze the relationship between pay and organizational performance with reference to simulated or actual organizational cases to make conclusions and recommendations

Course Title: HRMT4337: Labor Relations and Ethical Issues (3, 0)

Course Description
This course provides a framework within which complex interrelationships can best be resolved. Managers and employers tend to institutionalize conflicts in the workplace in order to resolve and/or manage conflicts. This course examines the importance of participation, consultation, and communication in conflict resolutions. It will provide students with the best tools available for human resource managers to develop policies, procedures and techniques that create a climate of employee relations conductive to cooperation, intimacy and trust. The course provides a number of employee
participation schemes and involvement including downward communication, upward communication, problem solving, task participation and financial involvement. In addition, the course will provide students with analysis of federal laws and regulations that affect human resource functions, including employment contracts, and equal employment opportunities. Emphasis is placed on applying employment laws to develop programs that enable organizations to be proactive in meeting organizational and workforce needs and requirements with an eye to resolving workplace disputes, preventing litigation and implementing and administering personnel policies and practices in compliance with the law.

**Course Title: HRMT4338: Human Resource Planning (3, 0)**

**Course Description**

The purpose of this course is to provide students with the conceptual framework of human resource planning, including the components of human resource requirements in the workplace. Emphasis will be placed on the impact of change, job analysis and the process of budgeting human and financial resources.

**Prerequisite:** None

**Course Learning Outcomes**

- Explain the key principles and processes in a responsible HRM basic and/or applied research process
- Design and develop a secondary data enquiry strategy to gather information about a specific identified HRM research problem
- Analyze secondary HRM research and/or organizational evidence to establish research questions and research problems
- Review relevant HRM studies to establish knowledge gaps, and/or potential lines of enquiry to inform a research proposal or research plan
- Generate a viable HRM research project outline/implementation plan

**Course Title: HRMT4339: International Human Resource Management (3, 0)**

**Course Description**

This course offers an explicit introduction of a research-based model of strategic HRM in a multinational enterprise. Emphasis is placed on Investigating trends and future challenges in international human resources management including Cross-Border Alliances and SMEs, which explores the complex human resources challenges inherent in cross-border alliances, and the growing internalization of small and midsize enterprises.

**Prerequisite:** None

**Course Learning Outcomes**

- Recognize, outline, and illustrate the enduring global contexts of International HRM.
- Explain, differentiate the Context of Cross-Border Alliances and SMEs.
- Develop, prepare staffing international operations for sustained global growth, recruiting and selecting staff for international assignments.
- Evaluate, interpret issues of international training, development and compensation.
- Demonstrate; appraise the implications of IHRM in the Host Country Context.
- Interpret, analyze the International Industrial Relation issues and performance management.

**MANAGEMENT INFORMATION SYSTEMS (MISY)**

**Course Title: MISY2311: Introduction to Management Information Systems (3, 0)**

**Course Description**

The objective of this course is to help students become informed users of information technology, both personally and in business. Specifically, students should gain an understanding of the role of information technology and information systems in business and society.

Students learn a working knowledge of concepts and terminology related to information technology. These concepts are applied to business problems and to developing new business models that help to keep the business competitive. Various types of information technology such as telecommunications and software development are discussed. Students learn what an information system is and how to go about building one. Using a case study students learn how to determine requirements and in a general way, how to build an information system in a business setting.

**Prerequisite:** Familiarity with Microsoft Office as covered in the PMU Preparation Year Program

**Course Learning Outcomes**

- Describe the role of information technology and information systems in business
Course Title: MISY2312: Introductory Programming for Information Systems (3, 0)

Course Description

The objective of this course is to explore the formal process of developing software within an organization. Upon successful completion of the course, the student should be able to meet the following specific objectives:

- Be able to understand the concept of structured programming.
- Be able to understand the vocabulary of objects.
- Be able to program a software routine using Java.
- Be able to define a problem given a scenario and then design the programming logic to solve the problem.
- Be able to understand the different types of software routines.

Software development tools, Java, are used in this course. Various types of logic structures such as tables and arrays are explored. The latest version of Java should be used in the course.

Prerequisite: Sophomore Year Standing

Course Learning Outcomes

- Recall the fundamental principles of developing software.
- Recall the principles of object-oriented programming.
- Develop software using different logic structures such as loops and arrays.
- Develop object-oriented software.
- Develop a User Interface

Course Title: MISY2313: Intermediate Programming for Information Systems (3, 0)

Course Description

This course is intended to follow the first programming class MISY 2312: Introductory Programming for Information Systems. This class reviews the principles of platform independence and the vocabulary of object-oriented programming. Methods of using data such as declaring variables, Boolean Data, strings, console input and many other methods are presented. File characteristics and file handling techniques are a major part of the course. The characteristics of objects and how they are handled by the software are discussed in class and are demonstrated by including these requirements in the homework. The Graphic User Interface and how programs such as Visual Studio interface to the object programs also are discussed. How to program in Microsoft Visual C#.Net or Java is the underlying theme of the course.

Prerequisite: MISY2312: Introduction to Programming for Information Systems

Course Learning Outcomes

- Describe the concepts of platform independence and recognize the vocabulary of object-oriented programs.
- Design and write small programs in Microsoft Visual C#.Net or Java.
- Illustrate the techniques of defining program requirements.
- Develop and program a graphic user interface (GUI).
- Write programs that interface with the internet and internet programming languages.
- Deploy the principles of basic file types.

Course Title: MISY3311: Database Management for Information Systems (3, 0)

Course Description

This course is intended to teach students to develop models of organizational requirements and to implement these models using database management technologies. It focuses on the role of databases in organizations and the role of database development within the systems development life cycle. Included in this class is the introduction of a conceptual data modeling technique focusing on the entity relationship model and the enhanced entity relationship model. Also included in this course is the knowledge for converting a conceptual data model to the relational data model in the logical database design phase, and to learn the steps necessary to achieve an efficient database design in the physical database design phase. Structured Query Language (SQL) and Query-by-Example software are used to illustrate the classroom concepts and homework. In addition, this course also introduces the concept of Web-database connectivity.

Prerequisite: MISY2312: Introduction to Programming for Information Systems, MISY2313: Intermediate Programming for Information Systems

Course Learning Outcomes

- Define the theoretical models used to construct databases.
- Develop the necessary skills to construct a theoretical database model given a specific application case study.
- Demonstrate how to build a physical model of the database from the theoretical model.
- Analyze a commercial software package and to develop the skills necessary to build the physical database.
- Write database queries to answer business questions.
• Demonstrate the role of a database in supporting Web applications

Course Title: MISY3312: Introduction to Telecommunications (3, 0)

Course Description

Today most organizations and individuals are connected to the Internet, enabling communications and transactions any time anywhere. The importance of telecommunications and the Internet, and the knowledge to effectively utilize them cannot be overemphasized. The objective of this course is to explore the technologies associated with modern telecommunications systems. Upon successful completion of this course, the students should be able to meet the following specific objectives:

A. Understand the history of the telecommunications industry.
B. Understand how regulations shape the telecommunications industry.
C. Understand and apply modern telecommunications technology to the business environment.
D. Understand the various network topologies and be able to apply the appropriate one in a business environment.

Prerequisite: Junior Year Standing

Course Learning Outcomes

• Articulate the fundamental principles of telecommunication.
• List the principles of wired and wireless telecommunication.
• Demonstrate the skills necessary to describe the telecommunication.
• Establish an understanding of the various techniques for telecommunication implementation and design.
• Construct a solution to a business problem.
• Generate a project application solution using a commercial software project management tool

Course Title: MISY3321: Introduction to Information Assurance (3, 0)

Course Description

Information security is becoming increasingly important in today’s environment. Hackers have the potential to cause havoc in business and in the everyday lives of people. It is therefore critical that IS professionals know how to design systems that are secure. The introductory course presents the threats from outside sources that can compromise a firm’s intellectual property and data. Specific vulnerabilities associated with the various operating systems and application tools are discussed. Preventing attacks and detecting them should they occur also are covered by this course. Specific types of operating systems vulnerabilities, such as buffer overflow, spoofing and session hijacking, are analyzed in detail. Methods for preventing these types of attacks and writing secure software code are included in the course. The proper use of access controls, such as passwords, is discussed. Intrusion detection systems are included. How to deal with hackers and how to hack are discussed in this course. Social engineering and policy issues associated with security will also be presented.

Prerequisite: MISY3312: Introduction to Telecommunications, MISY2313: Intermediate Programming for Information Systems

Course Learning Outcomes

• Define the concepts and vocabulary of information assurance.
• Develop the skills necessary to design and write secure software.
• Demonstrate the specific threats and vulnerabilities of computer systems.
• Develop the skills necessary to recognize potential vulnerabilities and threats and be able to counteract those vulnerabilities with a secure system design.
• Demonstrate how to design and implement secure access controls and to learn the tools of information assurance.
• Analyze the impact that policies have on secure systems and impact of social engineering on secure systems.

Course Title: MISY3331: Advanced Database Concepts (3, 0)

Course Description

This course is intended to build upon the concepts contained in the introductory database class that included developing models of organizational data requirements and implementing these models using database management system software. The course focuses on developing relational databases using ORACLE or SQL as the database platform. Students are required to analyze a business problem, design and implement the relational database, and develop the queries necessary to provide the user the desired information. The analysis of business problems and building solutions to these problems is a major emphasis of this course. Students use ORACLE or SQL server to build and query the database along with the Structured Query Language (SQL) for homework assignments and class projects. The course also builds upon the concept of Web-database connectivity.

Prerequisite: MISY3311: Database Management for Information Systems, MISY2313: Intermediate Programming for Information Systems

Course Learning Outcomes

• Articulate the theoretical relational database model.
• Develop the skills necessary to construct a relational database model given a specific application case study.
• Demonstrate how to write ORACLE database queries to answer business questions.
• Demonstrate how to use ORACLE to build a physical model of the database.
• Demonstrate how to develop a database in support of Web applications.
Course Title: MISY3332: Advanced Programming Concepts for Information Systems (3, 0)

Course Description
This course focuses on the design and development of object-oriented software. It teaches students to develop object-oriented software that meets the requirements of a business use. Included in this class are discussions of techniques for handling exceptions, developing graphical user interfaces, and multimedia applications. Files and streaming contents also are included in this class. In addition to programming in C# or Java, students learn other tools such as XML, Microsoft.NET platform, LINQ, and ASP.net. Students completing this class should have a well-grounded knowledge to build object-oriented software that interfaces to the Internet. Also included in the course is a review of the knowledge for relational databases and their interface tool LINQ to the Internet.

Prerequisite: MISY3312: Introduction to Telecommunications, MISY2313: Intermediate Programming for Information Systems

Course Learning Outcomes
- State programming facts in object oriented environment
- Define programming concepts and theories
- Outline programming procedures and techniques
- Reproduce real-world field applications and usages
- Design application diagrams from text description
- Analyze business problems and synthesize programming solutions
- Design composite structures from simple objects
- Evaluate estimate and calculate processes
- Demonstrate skills of time management in self-learning
- Show effective functioning in teams
- Appraise ethics in personal and public forums
- Communicate effectively in oral and written form
- Demonstrate usage of information and communications technology related to the course
- Interpret problems into models using mathematical, statistical and numerical techniques
- Prepare design documentation and reports
- Interface effectively with computing hardware, through input and output devices
- Perform manipulation, customization and navigation in order to produce computational solutions to problems related to the course

Course Title: MISY4332: Systems Analysis and Design (3, 0)

Course Description
The objective of this course is to explore the formal process of developing computer-based information systems within an organization. Upon successful completion of the course, students should be able to meet the following specific objectives:

A. Be able to understand the concept of the life cycle of an information system.
B. Be able to understand the tasks of the systems analyst and the skills required to perform them.
C. Be familiar with process, data, and object models.
D. Be familiar with computer assisted software engineering (CASE) tools.
E. Be able to perform systems analysis and design in a real-world setting.

Computer assisted software engineering (CASE) tools, such as MS Project 2010 and Rational Plan, are used as part of a team project. However, the focus of the course is on the analysis and design methodologies rather than on the tool.

Prerequisite: MISY3311: Database Management for Information Systems

Course Learning Outcomes
- Articulate the fundamental principles of information systems analysis and design
- Demonstrate the skills necessary to conduct a requirements determination study.
- Develop an understanding of the principles and techniques used in the System Development Life Cycle.
- Construct a solution to a business problem using commercial software.
- Generate a project application solution using a commercial software Project Management tool.
- Establish and understanding of the various techniques for system analysis and design

Course Title: MISY4341: Object-Oriented Analysis and Design (3, 0)

Course Description
This course is intended follow the first analysis and design course, MISY 4332: Systems Analysis and Design. The primary emphasis of this class is to teach students how to conduct a systems analysis and design using the principles of objects. Human/system interface requirements are addressed. Particular emphasis is placed on designing systems for the client-server environment. Included in the class is the introduction of conceptual data modeling and object relational modeling. Also included is the knowledge for converting a conceptual object data model to the physical database design. Project management methods are presented. A main portion of the course addresses the techniques for building a system, including the determination of the requirements, documenting the requirements, and then actually designing the system by using an object-oriented system approach.

Prerequisite: MISY332: Systems Analysis and Design

Course Learning Outcomes
- Define the Object Oriented concepts
- Describe the vocabulary of object-oriented systems
- Define object-relational database requirements
- Develop an object-oriented system given a specific application case study
- Develop the necessary skills with a commercial CASE tool to define a system
- Plan project management and budget estimation for object-oriented systems
- Construct human/systems interfaces
- Demonstrate the elicitation of systems requirements techniques.
- Interpret the system for the developers

Course Title: MISY4342: Electronic Commerce Security (3, 0)

Course Description
This introduction to e-commerce security builds upon the principles discussed in the introductory security course, MISY 3321: Introduction to Information Assurance. This course is designed to help students learn how to design strong e-commerce and m-commerce security that users will actually use; to master the techniques for implementing an adaptive, risk-driven and scalable security infrastructure; to understand the fundamentals of architecting e-commerce and m-commerce security infrastructure with high availability and large transactional capacity; to know how to identify weak security in a large-scale, transactional system and how to augment it; to explore the specific vulnerabilities and threats and how to assess, detect, and prevent them.

Prerequisite: MISY3321: Introduction to Information Assurance

Course Learning Outcomes
- Describe the concepts and vocabulary of e-commerce security.
- recognize threats and vulnerabilities of e-commerce systems
- Recognize potential vulnerabilities and threats and be able to counteract those vulnerabilities with a secure system design
- Recognize the skills necessary to design e-commerce security systems
- Design secure payment systems