



كلية إدارة الأعمال  
COLLEGE OF BUSINESS ADMINISTRATION

HUMAN RESOURCE  
MANAGEMENT  
ACADEMIC CATALOGUE

PRINCE MOHAMMAD BIN FAHD UNIVERSITY

2021-2022

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## COLLEGE OF BUSINESS ADMINISTRATION

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## ABOUT THE PROGRAM

This degree program provides appropriate professional preparation for students working toward careers in general business or administration. The Human Resource Management 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 and pursuing a Human Resource Management 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, Business Administration.

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 **Human Resource Management** program at Prince Mohammad Bin Fahd University is to promote high-quality education and impactful research in an engaged learning environment. We will prepare graduates equipped with the most current human resources management skills, competencies and ethical standards needed to meet the community's needs and challenges.

## PROGRAM GOALS

PMU's commitment to its stakeholders empowers the Human Resource Management program to create maximum value by delivering scholarly education, learning, and service through the following goals:

- To equip graduates with a high-quality base of knowledge, skills, competencies and professional orientation, consistent with the current HRM practices.
- To promote impactful interdisciplinary quality research among faculty, students, and stakeholders.
- To cultivate industrial liaisons with regional and international businesses, and organizations providing beneficial interactions for curriculum development and the enrichment of learning resources.
- To develop effective engagement with businesses and the general community by engaging faculty and students in communication and activities to meet information and the work needs of stakeholders.
- 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.
- Explain the recognized body of strategic and operational HRM knowledge and the application thereof in organizations inside and outside the KSA.
- Apply the HRM body of knowledge to develop strategic and operational HRM plans and/or actions to contribute to human performance improvement and strategic organizational competitiveness.
- Analyze strategic and/or operational HRM challenges (actual or simulated) in order to recommend HRM actions that add demonstrable value.
- Apply and interpret HRM metrics/performance measurements to establish strategic competitiveness.
- Evaluate the impact of external and internal environmental factors on the effectiveness of the HRM actions in an organization.

## 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 HUMAN RESOURCE MANAGEMENT DEGREE PROGRAM

The **Human Resource Management** degree program offered consists of a total of **128 semester credit hours** conforming to standards typical of North American universities. The HRM degree consists of the following requirements:

**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

- **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

- **ASSE2111:** Learning Outcome Assessment I
- **ASSE3211:** Learning Outcome Assessment II
- **ASSE4311:** 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

### HRM Degree Program Requirements (33 semester credit hours)

The HRM degree program will have unique requirements that differentiate the program from others within the college and they are as follow:



- **HRMT 3321:** Human Resource Management
- **HRMT 3331:** Staffing
- **HRMT 3332:** Training and Development
- **HRMT 3335:** Strategic Human Resource Planning
- **HRMT 4333:** Compensation and Benefits
- **HRMT 4334:** Employee Relations
- **HRMT 4336:** Performance Management
- **HRMT 4337:** Research Methods in HRM

#### Electives:

- **HRMT 3333:** Organizational Development and Change
- **HRMT 3334:** Negotiation & Conflict Management
- **HRMT 3337:** Organizational Psychology for HRM
- **HRMT 4312:** HR Information Systems
- **HRMT 4339:** International HRM

**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				SECOND SEMESTER			
Course Number	Course Title	Credit Hours	Pre-requisites	Course Number	Course Title	Credit Hours	Pre-requisites
ALIS 1211	Introduction to Islamic Culture	2		ALIS 1212	The Social System in Islam	2	
COMM 1311	Written Communications	3		COMM 1312	Writing & Research	3	COMM 1311
UNIV 1211	Professional Development	2		MATH 1312	Calculus for Business	3	MATH 1311
UNIV 1213	Leadership & Teamwork	2		PHED 1111	Active Living Lifestyle	1	
MATH 1311	Finite Math for Business	3	PRPM 0012	UNIV 1212	Critical Thinking	2	
	<i>Social Science Elective or Natural Science Elective*</i>	3			<i>Natural Science Elective</i>	4	
<b>Total Credit Hours</b>		<b>15</b>		<b>Total Credit Hours</b>		<b>15</b>	

\*Natural Science Electives are four (4) credit hours courses.

SOPHOMORE YEAR							
FIRST SEMESTER				SECOND SEMESTER			
Course Number	Course Title	Credit Hours	Pre-requisites	Course Number	Course Title	Credit Hours	Pre-requisites
ALIS 2211	Linguistic Communication Skills	2		ALIS 2212	The Biography of Prophet Mohammad	2	
ACCT 2311	Fundamentals of Financial Accounting	3	PRPM 0012	ACCT 2321	Managerial Accounting	3	ACCT 2311
ASSE 2111	Learning Outcome Assessment I	1	<i>Sophomore Standing</i>	BUSI 2311	Principles of Management	3	<i>Sophomore Standing</i>
COMM 2311	Oral Communications	3	COMM 1312	COMM 2312	Technical Communications	3	COMM 2311
ECON 1311	Introduction to Macroeconomics	3		ECON 1312	Introduction to Microeconomics	3	
MISY 2311	Introduction to Management Information Systems	3		MATH 1313	Statistical Methods	3	PRPM 0012
PHED 1112	Healthy Behaviors and Management	1					
<b>Total Credit Hours</b>		<b>16</b>		<b>Total Credit Hours</b>		<b>17</b>	

JUNIOR YEAR							
FIRST SEMESTER				SECOND SEMESTER			
Course Number	Course Title	Credit Hours	Pre-requisites	Course Number	Course Title	Credit Hours	Pre-requisites
ASSE 3211	Learning Outcome Assessment II	2	ASSE 2111	BUSI 3321	Operations Management	3	MATH 1313
HRMT 3321	Human Resource Management	3	BUSI 2311	HRMT 3331	Staffing	3	HRMT 3321
FINA 3311	Financial Management Principles	3	ACCT 2321	HRMT 3332	Training and Development	3	HRMT 3321
BUSI 3311	Legal Environment of Business	3	<i>Junior Standing</i>	HRMT 3335	Strategic Human Resource Planning	3	HRMT 3321
BUSI 3312	Organizational Behavior	3	BUSI 2311	BUSI/HRMT XXXX	<i>Business or HRMT Elective</i>	3	
BUSI 3313	Marketing Principles	3	<i>Junior Standing</i>				
<b>Total Credit Hours</b>		<b>17</b>		<b>Total Credit Hours</b>		<b>15</b>	



**SUMMER OF JUNIOR YEAR**

Course Number	Course Title	Credit Hours	Length	Prerequisites
BUSI 4351	Internship	3	8 weeks full time (320 hours)	Senior Standing

**SENIOR YEAR**

FIRST SEMESTER				SECOND SEMESTER			
Course Number	Course Title	Credit Hours	Pre-requisites	Course Number	Course Title	Credit Hours	Pre-requisites
HRMT 4333	Compensation and Benefits	3	HRMT 3321	ASSE 4311	Learning Outcome Assessment III-HRMT	3	ASSE 3211
HRMT 4334	Employee Relations	3	HRMT 3321 BUSI 3311	BUSI 4361	Entrepreneurship	3	BUSI 3313
HRMT 4336	Performance Management	3	HRMT 3321	BUSI 4362	Strategic Management	3	Senior Standing
HRMT 4337	Research Methods in Human Resource Management	3	HRMT 3321	HRMT XXXX	Human Resource Management Elective	3	
HRMT XXXX	Human Resource Management Elective	3		HRMT XXXX	Human Resource Management Elective	3	
<b>Total Credit Hours</b>		<b>15</b>		<b>Total Credit Hours</b>		<b>15</b>	

**HUMAN RESOURCE MANAGEMENT MINIMUM DEGREE CREDIT HOURS = 128**

**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

**BUSINESS ELECTIVES: \***

BUSI 3301 Special Topics in Business  
 BUSI 3341 Business Analytics  
 BUSI 3351 Business Ethics

BUSI 4341 Enterprise Resource Planning  
 BUSI 4343 Project Management

**HUMAN RESOURCE MANAGEMENT**

HRMT 3333 Organizational Development and Change  
 HRMT 3334 Negotiation & Conflict Management  
 HRMT 3337 Organizational Psychology for HRM  
 HRMT 4312 HR Information Systems  
 HRMT 4339 International Human Resource Management

\* 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

### 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
- Record the current issues of information technology and relate those issues to the firm.
- Reproduce a working knowledge of concepts and terminology related to information technology
- Appraise the knowledge previously acquired of Microsoft Office.
- Analyze how information technology impacts a firm.
- Interpret how to use information technology to solve business problems
- Illustrate the impact of information systems in society

#### 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 you 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 anyplace. The importance of telecommunications and the Internet, and the know-how to effectively utilize them cannot be overemphasized. The objective of this course is to explore the technologies associated with modern telecommunication 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 telecommunication 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 and 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 the 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 server 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: MISY4331: Building Electronic Commerce (3, 0)

### Course Description

The objective of this course is to learn how to design and build a Web site to meet the needs of the business. Upon successful completion of this course, the students should be able to meet the following specific objectives:

- A. Understand how e-commerce is changing the way that we do business.
- B. Understand how to design a Web site so that it meets the needs of the business and the needs of the user.
- C. Understand how to program in HTML5 and DHTML.
- D. Understand how to program using active server page.
- E. Understand other programming languages and their roles in Web site design.

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

### Course Learning Outcomes

- Articulate the fundamental principles of Building Electronic Ecommerce.
- Develop an understanding of the principles and techniques used in the design of an interactive websites.
- Generate a project application solution using a commercial software project



- Construct a solution to an E- business problem by developing a commercial websites. Management tool.
- Demonstrate the skills necessary to build a Web site using HTML and active server page.

## 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:

- Be able to understand the concept of the life cycle of an information system.
- Be able to understand the tasks of the systems analyst and the skills required to perform them.
- Be familiar with process, data, and object models.
- Be familiar with computer assisted software engineering (CASE) tools.
- 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: MISY4332:** 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



## 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
- Evaluate the students should have a good oral 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.

**Prerequisite:** First semester senior standing, **ACCT2311:** Fundamentals of Financial Accounting, **ACCT2321:** Fundamentals of Managerial Accounting, **BUSI3312:** Organizational Behavior, **BUSI3313:** Marketing Principles, **BUSI3321:** Operations Management

#### 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:**

#### 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 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.

## 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.

**Prerequisite:** ACCT2311: Fundamentals of Financial Accounting, ACCT2321: Fundamentals of Managerial Accounting, ECON1311: Introduction to Macroeconomics, ECON1312: Introduction to Microeconomics

#### Course Learning Outcomes

- Define the role of finance in business decisions
- Define basic finance terminology
- Outline risk-return trade off.
- Analyze financial statements
- Evaluate the suitability of long term investment projects by applying capital budgeting techniques such as NPV, IRR etc.
- Interpret the results of using various financial tools.
- Explain the management of assets and liabilities and their effect on capital structure
- Demonstrate ability to work effectively in teams

## 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, its potential causes, and various ways 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 describes 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 (p)
- 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 environment and to communicate clear, concise, and accurate information

## 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

- Explain what employees and employers expect from the employment relationship and how this can be managed
- Discuss how various HRM rules (derived from e.g. laws, management, employee involvement, industry agreements, etc.) reconcile the different interests of employers and employees while benefitting both these parties and the organization
- Explain what the substantive and procedural employee regulations might cover and how these arrangements may benefit and organization strategically
- Demonstrate employee relations problem solving skills in simulated or supervised organizational contexts (e.g. oral and written communication, interviewing, listening, negotiating, evaluating, and analysis)
- Debate the value and effect of the impact of international, regional and or local stakeholders' impact on employee regulations and employee relations (such as the ILO, Gulf Cooperation Council, the Ministry of Labor, and or multinational parent companies)

## 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.
- Outline motivational techniques and feedback strategies that help employees reach professional and organizational goals.
- Evaluate the basic principles to manage and motivate employees using strategic HRM principles and practices.

## 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 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 conducive 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.

### **Prerequisite:**

### 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

- 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.

## 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:**

### Course Learning Outcomes

- Define HRP and critically discuss the key stages in the HRP process
- Explain the links between HRP and strategic planning
- Investigate and explain the application of HRP across all HRM functions
- Use quantitative and qualitative methods to analyze (real or simulated) demand and supply forecasting and respond to the results by developing elements of an HR plan
- Analyze an organization's (real or simulated) strategic plan set priorities to be addressed in an HRP
- Apply metrics/performance measurements to ascertain the effectiveness of a real or simulated HRP

## 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:**

### 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.

