

Master of Business Administration - General		
<i>Total Number of Credits needed = 48</i>		
Course Code:	Course Description:	Credit Hours
GENERAL REQUIREMENT COURSES (Credits Required = 16)		
B716A	Management: Perspectives and practice 1	8
B716B	Management: Perspectives and practice 2	8
CORE COURSES (Credits Required = 20)		
BB831	Corporate Finance	4
BB835	The Dynamics of Strategy	8
B839	Making a Difference : The management initiative (Final Project)	8
ELECTIVE COURSES (Credits Required = 12)		
B859	Financial Strategy : Valuation , governance & Ethics	8
B863	The Human resources Professional	8
BB841	Managing Financial risk	4
BB844	Marketing in the 21st century	4
BB845	Strategic Human Resource Management	4

Master of Business Administration - HR		
<i>Total Number of Credits needed = 48</i>		
Course Code:	Course Description:	Credit Hours
GENERAL REQUIREMENT COURSES (Credits Required = 16)		
B716A	Management: Perspectives and practice 1	8
B716B	Management: Perspectives and practice 2	8
CORE COURSES (Credits Required = 32)		
BB831	Corporate Finance	4
BB835	The Dynamics of Strategy	8
B839	Making a Difference : The management initiative (Final Project)	8
B863	The Human resources Professional	8
BB845	Strategic Human Resource Management	4

Master of Business Administration - Finance		
<i>Total Number of Credits needed = 48</i>		
Course Code:	Course Description:	Credit Hours
GENERAL REQUIREMENT COURSES (Credits Required = 16)		
B716A	Management: Perspectives and practice 1	8
B716B	Management: Perspectives and practice 2	8
CORE COURSES (Credits Required = 32)		
BB831	Corporate Finance	4
BB835	The Dynamics of Strategy	8
B839	Making a Difference : The management initiative (Final Project)	8
B859	Financial Strategy : Valuation , governance & Ethics	8
BB841	Managing Financial risk	4

COURSE DESCRIPTION:

B716A&B: Management: Perspectives and practice

The B716, Managing: Perspectives and Practice is the first stage of the new restructured Global MBA program which providing students with a comprehensive grounding in key management and business disciplines. The significant changes will be the introduction of elements of creative thinking and problem solving, and a change in ethos of the current learning formula as active engagement and critical reflection will become central to the design and embedded in the way students will learn. This approach will enable the student to develop right from the start of the Master's program habits of practical management based on rigorous analysis, but which will automatically proceed to synthesis, decision making and implemented activity.

Through learning about different management functions within organizations you will develop a better understanding of the context in which your own practice takes place. You will gain confidence in understanding how different parts of organizations operate and in having successful conversations across these areas, including:

- organizational structure, power and politics, and change management
- managing people and organizations
- managing financial resources
- marketing management

BB831: Corporate Finance

The aim of this course is to introduce students to finance problems which face organizations at different levels and to enable them to feel at ease working with finance and accounting experts as and when necessary. By the end of this course, students will have a grasp of the fundamentals of financial analysis and corporate financial theory and will know how to tackle the main financial problems they are likely to encounter in the work environment. The financial issues discussed will be those relevant in the private and public sectors and will also be relevant in a global context.

BB835: The Dynamics of Strategy

The module will support the role of both the general manager and of the senior manager more directly involved in strategic choices, decision-making and implementation.

For managers, strategy involves a great many activities, and understanding those that make a difference to the success of an organisation is a key skill. Generally, managers should pursue a chosen strategy with consistency and commitment. They need to understand the challenge posed by their organization's environment, and to see how they can best identify and exploit their organization's potential sources of advantage. In turn, this means that they need to understand their organisation: its resources and capabilities and the way it competes for scarce resources and customers for its products or services. Managers must be able to act on incomplete information and uncertain predictions of an unknown future, and they must be able to seek out sources of innovation in the way their business operates and competes. Managers must also be able to implement effective change and to align collective objectives in their organisation to allow the development of new capabilities and skills.

B839: Making a Difference : The management initiative (Final Project)

This 8 credit module is the final compulsory, personal and professional development component of student MBA. The course is included in the MBA program to develop students' skills in conducting a structured appraisal of their own experience, practice and context and in integrating theory, practice and learning to make a difference in their organizations. It provides students with a framework for some sustained and critical work on the relationship between their course-based learning and their current and future professional practice. For this purpose, students are required to undertake a largely self-directed and independently-managed program of work and study based on a specific initiative in their own organizations (evidence-based initiative). To meet this requirement, students will be provided with guidance on how to choose, plan, undertake and report on their evidence-based initiatives. Acquiring such skills is important for masters-level students, providing justification for the inclusion of this course in the AOU MBA program. Moreover, students can apply these skills in other courses, positively contributing to their performance in these courses. Students will also have an opportunity to reflect how their MBA study has changed them as managers/practitioners.

B859: Financial Strategy : Valuation , governance & Ethics

This course, compulsory for direct entrants to the MBA program/Finance track, is concerned with the relationship between an employer and one of its key stakeholder groups; the providers of funds. This relationship is vital to the strategic decision making process of any employer. The overall aim of this course is to give the participants the skills to tackle: 1) how can the financial management of an organization best reflect its internal reporting and governance regime, 2) understand the different sources of finance in the capital structure, 3) evaluate projects with different levels of risk and returns, 4) how can we value an organization. Therefore, Finance is one of the most important functional areas of business. It relates to other business functions (such as operations, marketing, human resource management, and accounting) through its role. For example, finance enables the purchase of equipment, the buying of raw materials, enables production to estimate demand, enables promotion, and it plays a key role in the growth of the company.

B863: The Human resources Professional

B863 is a postgraduate course and is one of a series of optional courses offered to all students who progress to Stage II of the AOU MBA program/ mandatory for those who are to specialize in HRM. This module where students will consider the role of the HR professional and the skills needed to be effective in this role. They will consider the implications of recent research findings in the field of human resource management for their own practice, for example in increasing levels of engagement and improving performance, in acting ethically and in managing change. They will compare this with the practice of HR professionals in other contexts, drawing on case studies and the experience of their fellow students working in different geographical areas and sectors; and they will also look at the development over time of thinking about the role of HR professionals in order to understand how this may influence current thinking. The emphasis throughout will be on considering what HRM practices are associated with positive organizational outcomes.

BB841: Managing Financial risk

The aim of this course is to equip students with the awareness and tools to manage risk effectively. It is designed for those who want to have high level competence in understanding financial instruments, financial markets, and the methodology of risk management. The module is designed for those who want

their MBA to have a major finance element within it and who want to have high level competence in understanding financial instruments, financial markets and the methodology of risk management. As such, BB841 will not only provide an end in itself in terms of meeting student demand for such rigorous financial knowledge but will also provide a high level financial tool kit for those employing detailed financial analysis. Furthermore, BB841 will provide students with the key skills in terms of determining the relationship between required rate of return and risk.

BB844: Marketing in the 21st century

Marketing in the 21st. Century is a postgraduate course and is one of the elective courses offered to students who progress to Stage II of the AOU/ MBA program.

At the end of the course, students are expected to:

- The impact of contextual forces on organizations including legal systems; ethical economic; environmental; social and technological change issues; international developments; corporate governance.
- Markets and customers; the development and operation of markets for resources, goods and services; expectations of customers and equivalent stakeholders, service and orientation.
- The concepts, processes and institutions in the production and marketing of goods and/or services; the management of resources and operations.
- The uses and limitations of a range of practical research methods/techniques, both qualitative and quantitative, and an understanding of their strengths and weaknesses for providing information and evaluating options in an uncertain organizational environment.

BB845: Strategic Human Resource Management

BB845 is a postgraduate course and is one of a series of optional courses offered to all students who progress to Stage II of the AOU MBA program. This course explores the different aspects of human resource management and helps you understand and influence decisions regarding the management of human resources within organizations. This course is designed to meet the needs of managers who wish to understand and be able to influence decisions regarding the management of human resources within organizations. BB845 considers the different aspects of human resource management at a strategic level in the organisation and how this differs from the more operationally-focused personnel management. Students will work collaboratively with others on strategic human resource management (SHRM) issues and problems and find, review and evaluate information relevant to key aspects of SHRM in your own professional context.