



# Master of Business Administration

## Human Capital Management Course Descriptions

### **MBA 518 Human Resource Management**

**Cr Hrs: 3 Prerequisite: None Grad Scheme: Letter**

At the end of this course, students will be able to explain and appraise key principles and practices for line managers and HRSM practitioners to manage people and performance across organizations. They will also be able to evaluate HRSM principles and practices for competitive relevance and strategic coherence. Topics covered include strategic HRSM, HRS planning, talent management, training & development, rewards & motivation, workplace effectiveness & commitment.

### **MBA 534 Leading Organisational Change**

**Cr Hrs: 3 Prerequisite: MBA 514 Grad Scheme: Letter**

At the end of this course, students will be able to analyse the role that organizational cultures and a variety of formal organizational arrangements play to facilitate or impede organizational change and renewal. Students will also apply (and evaluate the application of) principles and processes of change management in contemporary business organizations.

### **MBA 541 HRS Planning, Recruitment & Selection**

**Cr Hrs: 3 Prerequisite: MBA 518 Grad Scheme: Letter**

At the end of this course, students will be able to analyse and evaluate the principles and models of strategic HR planning, recruitment, and selection. They will also be able to develop action plans for managerial application of effective strategic HRS planning, recruitment, and selection in the workplace, relevant to KSA workplaces and individual attraction, motivation, and retention.

### **MBA 546 Comparative Management**

**Cr Hrs: 3 Prerequisite: MBA 518 Grad Scheme: Letter**

At the end of this course, students will be able to analyse, compare, and evaluate the contextually appropriate application of management approaches in a variety of international settings. Students will also be able to design and apply a comparative benchmarking process to differentiate and reconstruct relevant management responses for local applications.





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### **MBA 547 Contemporary International Management Issues**

**Cr Hrs: 3 Prerequisite: MBA 514 Grad Scheme: Letter**

At the end of this course, students will be able to demonstrate their ability to responsibly gather intelligence about specific contemporary international business and/or managerial topics. They will also analyse the opportunities and threats posed by these topics and respond with locally relevant recommendations and strategies.

### **MBA 555 Corporate Governance, Business Ethics, and Corporate Social Responsibility**

**Cr Hrs: 3 Prerequisite: MBA 514, 516 Grad Scheme: Letter**

The course to develop an understanding of the underlying concepts of corporate governance, business ethics, and corporate social responsibility which are relevant to the contemporary business environment. It is designed to foster candidates of the ethical influences on economic, financial, managerial, and environmental aspects of the business. The course further aims to develop candidates' ability to critically analyse ethical issues in business. The course review different regulatory processes essential to the understanding of the principles of corporate governance in Saudi Arabia, the region and Europe.

### **MBA 565 HRS Development and Performance**

**Cr Hrs: 3 Prerequisite: MBA 518 Grad Scheme: Letter**

At the end of this course, students will be able to explain, assess, and leverage training and development to maximize workforce performance, improve organizational effectiveness, and increase the attractiveness of the organization by offering the benefits of skill acquisition and intellectual capital development.





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### **MBA 575 Negotiations**

**Cr Hrs: 3 Prerequisite: MBA 514 Grad Scheme: Letter**

At the end of this course, students will be able to apply a variety of negotiation practices, using role-playing simulations that address distributive, integrative, team-based, and multi-party negotiations. They will also evaluate conflict, ethics, and dispute resolution from the perspectives of a negotiator and as a third party.

### **MBA 581 Managerial Decision Making**

**Cr Hrs: 3 Prerequisite: MBA 511, 516 Grad Scheme: Letter**

This course is designed to make you a better managerial decision maker. It helps to recognize the decision problem, how to represent/model its essential structure, and how to analyse the problem with the formal and informal tools grounded in decision theory. It provides students with the skill to think effectively about the inputs into a decision analysis, whether to trust the analysis and how to use the outputs to guide actions by themselves and their firms. Case studies are heavily used.

### **MBA 584 Organizational Theory**

**Cr Hrs: 3 Prerequisite: MBA 514 Grad Scheme: Letter**

This course examines different perspectives on organization theory and their relevance for management of organizations, both for-profit and non-profit. We will discuss how organization theory conceptualizes organizational environment, social structure, technology, culture, power, and conflict and how these subjects are reflected in real-life situations encountered in organizational practices. While examining various organizational theories, we will also be reading and discussing numerous cases so that difficult to understand, abstract concepts and theories become easier to grasp and apply in practice.





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### **MBA 585 Leadership in Organizations: Principles & Practice**

**Cr Hrs: 3      Prerequisite: MBA 514      Grad Scheme: Letter**

This course examines the theory and practice of leadership in different settings, from small groups to large, multinational corporations. We will study different types of leadership, such as authentic leadership, servant leadership, transformational leadership and adaptive leadership, and their relevance and adjustments in different cultures, business climates and practical situations. Based on lectures and business cases, students will learn to act as good leaders, engage in effective problem solving and prepare for their leadership roles and managerial responsibilities for the purpose of exercising a positive, beneficial impact on organizations, communities, and society.

