



جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

BAHR 4104	Business Strategy & HRM	3 Credit Hours
Prerequisites:	BAMG4216	
Goal	To develop students understanding about Business Strategy and HRM, ethics and external practically international environment of business.	
Objectives	Outcomes	
Identify, devise and implement appropriate strategies to ensure organizational survival / growth and response to the market of external and internal contextual turbulences and uncertainties, taking into account the values and ethical standards which organization operates.	The students should be able to: <ol style="list-style-type: none">1. Identify the contexts, including the international one, within which organizations operate affect strategy and people management.2. Apply basic tools of strategic analysis to an organization situation, bearing in mind external and internal contextual variables.3. Translate mission, vision, values and business strategies into HRM functional strategies, policies and procedure.4. Give informed HRM advice, recommendations and solutions at workplace.5. Contribute to organizational goals and improvements in performance with regards to cost, priorities, time operations management considerations and resources (People, money, facilities)6. Demonstrate the way in which their solutions add value.7. Recognise different models of HRM and explain their applicability to a particular context	





جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

BALW4115	BUSINESS LAW	Credit Hours: 3
Pre-requisite(s):	None	
Course Description:	Business Law is an introduction to the legal and ethical framework of business. This course will examine court systems, obligations and contracts law, employment law, and partnership, corporation and agency law.	
Objectives	Learning Outcomes	
<p>This course in Business Law aims to:</p> <ul style="list-style-type: none">• Develop the students' <i>knowledge and understanding of the general legal framework within which business takes place, and of the specific legal areas relating to business such as obligations and contracts law, partnership, corporation and agency law, and employment law; and</i>• Develop the students' <i>ability to identify legal and ethical issues that arise in business decisions and the laws that apply to them.</i>	<p>On successful completion of this course, the students should be able to:</p> <p>Chapter 1 – Essential Elements of the Legal System</p> <ul style="list-style-type: none">• <i>Identify</i> the essential elements of the court system, and• Explain the sources of law <p>Chapter 2 –Contract Law</p> <ul style="list-style-type: none">• <i>Recognize and apply</i> the appropriate legal rules applicable under the Contract Law, in order to establish legal liability and• <i>Identify</i> grounds for breach of contract and appropriate remedies <p>Chapter 3 – Labor Law</p> <ul style="list-style-type: none">• <i>Recognize and apply</i> the appropriate legal rules applicable under the Labor Law• <i>Identify</i> any infringement or breaches of the law by an employer and• <i>Explain</i> the statutory procedure for employees to follow in order to receive full compensation for any losses caused by the actions of the employer <p>Chapter 4 – Partnership, Corporation and Agency Law</p> <ul style="list-style-type: none">• <i>Describe</i> the formation and operation of partnerships and corporations including limited partnerships <p>Chapter 5 – Capital and Financing Companies</p> <ul style="list-style-type: none">• <i>Describe</i> the process of raising capital and capital maintenance <p>Chapter 6 – Management, Administration and Regulation of Companies</p> <ul style="list-style-type: none">• <i>Describe</i> the relationship between the general meeting, the board and corporate management including director's duties	



جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

	<p>Chapter 7 - Legal Implications Relating to Companies in Difficulty or in Crisis</p> <ul style="list-style-type: none">• <i>Describe</i> the process of insolvency, voluntary administration, receivership and liquidation <p>Chapter 8 - Corporate Governance and Ethical Issues</p> <ul style="list-style-type: none">• <i>Discuss</i> issues relating to governance and ethics and• <i>Demonstrate</i> an understanding of fraudulent and criminal behavior
--	---





جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

BAHR 4110	Manpower Planning	3 Credit Hours
Prerequisites:	None	
Goal	To provide students with a clear knowledge of the importance and need for manpower planning as a tool for reducing unemployment and enhance the process of omanization.	
Objectives	Outcomes	
The course will familiarize students with the manpower planning models, and the results expected from them and their roles in promoting balance between demand and supply for skills.	The students should be able to: 1. Recognize the interrelationship between manpower planning and educational planning 2. Analyze the determinates of supply and demand for labor 3. Recognize the problems of Omani labor market 4. Identify manpower planning models, data requirements and applications 5. Recognize the importance of manpower planning to enhance Omanization process.	





جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

BAHR 4109	Performance Appraisal and Productivity	3 Credit Hours
Prerequisites:	BAHR 2101 (HRM)	
Goal	To introduce students to the modern performance appraisal systems which are used by different organizations in order to enhance the productivity.	
Objectives	Outcomes	
Students will learn the importance of performance appraisal systems in any organizations and the relationship between appraisal systems and productivity. Students will know how to develop the performance systems and how to evaluate them.	The students should be able to: <ol style="list-style-type: none">1. Develop performance appraisal systems appropriate for the organization's competitive strategy.2. Implement the appraisal systems effectively.3. Enhance a high level of productivity.4. Define the concepts of empowerment, TQM, and reengineering.5. Analyze and evaluate the effectiveness of the available appraisal systems in an organization.6. Recognize the role of performance appraisal in merit pay7. Identify ways of strengthen the pay -for performance link	





جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

BAMG 4216	Strategic Management	3 Credit Hours
Prerequisites:	(Capstone)	
Goal	The course focuses on the formal decision making process called "strategic management." The primary course aim is to acquaint students with the process of developing a business strategy and how to implement that strategy	
Objectives	Outcomes	
<p>The course should enable the student to:</p> <ol style="list-style-type: none">1. To provide understanding of the strategic management model, its components and processes .2. To provide understanding of the relationship between strategic management and business and corporate objectives and strategies .3. Learn how to make business decisions based on strategic management analysis.	<p>The students should be able to:</p> <ol style="list-style-type: none">1. Describe the fundamentals of business strategy, the strategic process and business objectives2. Describe and analyze the internal and external business environment of an organization.3. Identify key elements in business planning and performance measurement.4. Explain the concept of competitive advantage and conduct a simple analysis of an organization's competitive position.5. Identify the ways in which businesses fulfill their responsibilities to different groups of people and institutions.6. Explain the impact upon business of contemporary developments such as globalization and technological advances	





جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

BAOM 4109	Employee Relations	3 Credit Hours
Prerequisites:	Principles of Management (BAMG 1207, Organizational Behavior (BAHR 2100)	
Goal	To introduce students to the employee relations management strategies in order to improve their ability to analyze and solve ER problems.	
Objectives	Outcomes	
The course will enable students to develop a critical awareness of the key issues involved in the management of the employment relationship and to make appositive contribution to problem solving in the workplace.	The students should be able to: <ol style="list-style-type: none">1. Explain the competing theories which seek to explain the nature of employee relations2. Recognize the importance of contextual influences for employee relations management3. Compare between different employee relations strategies and styles in current use.4. Identify the role and objectives of the different parties involved in the employment relationship5. Recognize the main forms and models of employee participation and involvement in current use6. Develop, present, and defend their own opinions and judgments regarding employee relations problems7. Recognize the personnel polices and procedures used to manage marginal and unsatisfactory employees.	



Course Code: BAFI 4212
Course Name: Insurance -Theory and Practice

Pre-requisite: None	The main aim of this course is to impart knowledge related to theory and practice of insurance industry
Course Goals:	Course Learning Outcomes
<ul style="list-style-type: none"> • To enable the students to understand the need, importance and basic concepts of insurance • To enable the students to understand the functioning of insurance business • To gain the knowledge of different insurance policies • To gain the knowledge of different terminologies used in insurance business • Rules and Regulations relating to insurance companies in Oman 	<p>Enable the students to understand:</p> <ol style="list-style-type: none"> 1. The conceptual framework: what is Insurance-Brief history of insurance- Perils and Risks- importance and benefits of insurance- Principles of insurance 2. The business of insurance: Premium and bonus Calculations- Claim and Settlements-Managing insurance business-Final account of insurance companies-Role in economic development. 3. Insurance terminologies: Both life and non-life 4. Insurance Products-Life and Non-life: Endowment, Annuities and other life insurance policies-Fire, Marine, Health and other type of non-life policies 5. Insurance company law: The Insurance Companies Law in Oman, Royal decree No 12/79- Role of Capital Market Authority in Insurance industries.





جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

BAEB 4200	Management Information System	3 Credit Hours
Prerequisites:	None	
Goal	To equip students with knowledge and skills of using computer-based information systems in business management activities.	
Objectives	Outcomes	
The course will enable students to understand the role of technology and systems related to challenges for business professionals. They will know all the processes of information systems and business.	Students will be able to: 1) Define information systems. 2) Describe the relationships between technology and business activities. 3) Recognize the models and frameworks of Information System 4) Define concepts of basic decision- making and basic communication and describe the roles of different types of information systems in communication and decision-making. 5) Identify different ways of increasing efficiency and effectiveness of internal operations (e.g. empowerment, structuring...etc.) 6) Work individually and in a team 7) Work with highest codes of ethics 8) Communicate effectively in English 9) Utilize the available information sources	





جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

BAHR 4218	Practical HR Planning	3 Credit Hours
Prerequisites:	None	
Goal	To provide students with a practical and realistic training by applying HR planning approaches and techniques to real HR issues. Students will be taught planning techniques and then encouraged to practice and develop their skills on real problems.	
Objectives	Outcomes	
The course will enable students to learn in details about the HR planning techniques and how effectively relate people to the business. They will be familiarized with topics like: planning methods and approaches, projections of HR needs, and activity and role analysis	The students should be able to: <ol style="list-style-type: none">1. Use a wide ranges of HR planning techniques2. Evaluate any HRM issue3. Produce and interpret key HR indicators4. Control and monitor HR demand5. Support line management in relating people to the business6. Use HR projections techniques to answer "what if" questions7. Provide an informal view of what HR planning should mean to the business8. Analyze and measure wastage	



ساعتان معتمدتان	التخاطب باللغة العربية	PHIL 3200
	لا يوجد	المتطلبات السابقة
	تقوية صلة الطالب بلغته العربية والأعزاز بها وتأكيد دورها في حياته العلمية والعملية لاستيعاب ما يتلقاه من معارف وعلوم.	الهدف العام
	الأهداف الخاصة	النتائج
<p>1. أن يمتلك الطالب المهارات الاساسية للتخاطب باللغة العربية حديثا وكتابة.</p> <p>2. أن يكتسب الطالب وسائل الاقناع لعرض ما يريد من أفكار و آراء بأسلوب واضح ومعاني دقيقة.</p> <p>3. أن يعمل الطالب على زيادة معرفته واهتمامه بلغته العربية لتنمية ذوقه الجمالي وزيادة مهاراته فيها.</p> <p>4. أن يتمكن الطالب من توظيف معلوماته اللغوية لصالح ما اكتسبه من علوم وخبرات.</p>	<p>1. قدرة الطالب على الكتابة والحديث بأسلوب علمي تقل فيه الأخطاء الاملائية والاسلوبية.</p> <p>2. المام الطالب بمهارات الاختصار والايجاز في رسائل المخاطبات.</p> <p>3. احتفاظ الطالب بالكثير من المعلومات التي اكتسبها في ثقافته الادبية واللغوية خلال تعليمه وتثقيفه الذاتي.</p> <p>4. زيادة مهارات الطالب في لغته العربية حديثا وكتابة.</p>	





جامعة التقنية والعلوم التطبيقية بالمصنعة
University of Technology and Applied Sciences - AL Mussanah

Department of Business Studies

PHIL 4100	Oman Civilization	3 Credit Hours
Prerequisites:	None	
Goal	To acquaint the student with Omani and Islamic civilization, their development and significance during different pre- and post-Islam eras, and with the Islamic judicial system.	
Objectives	Outcomes	
To enable the student to: 1. Understand the geography of Oman 2. Be familiar with the significance of Omani civilization during pre- and post-Islam eras 3. Understand Islamic civilization, its development, and its supporting factors 4. Understand the Islamic judicial system during different post-Islam eras	The students should be able to: 1. Describe Oman's geography 2. Explain the effects of geography on Omani civilization 3. Investigate and describe the significance of Omani civilization during the pre-Islam era 4. Investigate and describe Oman's embracing of Islam 5. Investigate and describe the significance of Omani civilization during the caliphates, ummit, and abbasi eras 6. Describe the characteristics of Islamic civilization 7. Describe the development, and external and internal supporting factors for Islamic civilization 8. Describe the Islamic judicial system during the post-Islam eras	



Learning Outcome

Course Code:	Graduation Project
BAPR4211 BAAC4211	<p>A student who satisfactorily complete the course should be able to:</p> <ul style="list-style-type: none">• Apply the relevant knowledge and skills gained from the different courses• Acquire new knowledge in the area of study• Search for information in the area of study.• Do proper literature review in the area of study and identifying gaps, problems, potential contribution, and objectives for the study• Design a comprehensive and robust research methodology with details on data collection methods (e.g. questionnaire, or interview or existing statistics)• Reflect a solid understanding of different methods for analysis of the data collected and do proper analysis of the data collected via questionnaire, or interview or existing statistics• Reflect on, evaluate, and critically assess findings of other studies and own study.• Review relevant and contemporary empirical papers focusing on analysis, findings, and discussion parts then reflect on how the results/findings and discussion sections are addressed and argued.• Demonstrate communication skills through oral presentations and written reports• Manage his/her time effectively to achieve a time constrained target• Work collaboratively to plan and execute project work or research within discipline of study• Work in a group of students and develop team work skills• Demonstrate a responsible, ethical and professional attitude

