



College of Business Administration Master of Business Administration (MBA) Program

Mission

The Master of Business Administration (MBA) Program at the University of Bahrain seeks to equip our graduates with the needed knowledge and become ethically oriented leader able to deal successfully with globalized dynamic environment and succeed in taking up significant managerial positions in domestic and global business enterprises.

Vision

The MBA Program strives to be recognized as a leading graduate program in the region, and to meet the highest international quality standards for excellence in business education.

Program Objectives

Upon completion of the program, graduates will be able to achieve the following Program Educational Objectives (PEOs):

1. Demonstrate a thorough understanding of the body of knowledge in Business.
2. Communicate effectively and professionally in business situations.
3. Evaluate business issues and practices from ethical and global perspectives.
4. Demonstrate the research and analytical skills needed to solve problems in a business context.

Curriculum

Non-Business Graduates

Candidates who hold a *non-business* Bachelor's degree (e.g., engineering, medicine, chemistry) need to be brought up to a more or less comparable level with business graduates. This will be accomplished through three foundation courses (zero credit hours wherein the student can choose three out of four courses), in addition to six core courses (18 credit hours) and two optional courses (6 credit hours) as follows:

- A. Background Courses (Three courses: zero credit hours)
- B. Core Courses (Six courses: 18 credit hours)
- C. Optional Courses (Two courses: 6 credit hours)
- D. Thesis (9 credit hours)



Business Graduates

Candidates who hold a Bachelor's degree in Business Administration or a closely related field must complete 33 credit hours as follows:

- A. Core Courses (Six courses: 18 credit hours)
- B. Optional Courses (Two courses: 6 credit hours)
- C. Thesis (9 credit hours)

Admission Requirements

- 1 A Bachelor's degree in any discipline from a university or an institution accredited by the University of Bahrain, with a minimum GPA of 2.67 out of 4 (or its equivalent).
- 2 Proficiency in English language. Must have a minimum score of 5.5 in IELTS or its equivalent.
- 3 The final admission will be based on the merit list of the applicants.

Program Requirements

1. Background (Foundation) Courses: *Three courses (zero credit hours):*

- ACCM 500 Financial Accounting (No credit)
- ECONM 500 Survey of Economics (No credit)
- FINM 500 Managerial Finance (No credit)

2. Core Courses: *Six courses (18 credit hours)*

- ACC 610 Advanced Financial Accounting (3)
- FIN 620 Corporate Finance (3)
- MGT 630 Organizational Design and Behavior (3)
- MGT 638 Business Strategy (3)
- MKT 660 Marketing Management (3)
- QM 650 Research Methods and Statistical Analysis (3)

3. Optional Courses: *Two courses (6 credit hours) to be chosen from the following list:*

- MGT 631 Human Resources Management (3)
- MGT 632 Innovation and Entrepreneurship (3)
- MGT 633 International Business (3)
- MGT 634 Organizational Change and Development (3)
- MGT 635 Business Ethics (3)

4. Thesis: MGT 695 (9 credits)



Curriculum Plan

1. **Background Courses** (Three courses for non-business students only: zero credits)

2. **Core Courses**

Semester 1

Course Code	Course Title	Credit hours	Prerequisite
ACC 610	Advanced Financial Accounting	3	
FIN 620	Corporate Finance	3	
MGT 630	Organizational Design and Behavior	3	
QM 650	Research Methods and Stat. Analysis	3	

Semester 2

Course Code	Course Title	Credit hours	Prerequisite
MKT 660	Marketing Management	3	
MGT 638	Business Strategy	3	
MGT 63X	Optional course	3	
MGT 63X	Optional course	3	

Semester 3

Course Code	Course Title	Credit hours	Prerequisite
MGT 695	Thesis	9	18 credits

Course Descriptions

ACCM 500: Financial Accounting (No credit)

Basic financial accounting principles for a business enterprise; accounting and the business environment; recording business transactions; the adjusting process and preparing financial statements; accounting for merchandising operations; plant assets and intangibles; accounting for corporations; introduction to cost accounting; and introduction to management accounting.

ACC 610: Advanced Financial Accounting (3 credits)

Accounting and financial reporting for business combinations (including consolidated financial statements); international accounting issues, foreign currency translation, reorganizations and liquidations; study of selected financial accounting topics including SEC regulations, bankruptcy, and reporting for segments and interim financial periods and major issues of technical accounting requirements.

ECONM 500: Survey of Economics (No credit)

Survey of both micro and macroeconomic concepts; microeconomics topics include scarcity, positive and normative economics, economic problem, demand and supply mechanism, elasticity and market structure; macroeconomics topics include national accounts, unemployment, business cycles, inflation, money, banking and monetary and fiscal policies.



FINM 500: Managerial Finance (No credit)

The role of finance in the business organization, financial analysis, financial forecasting, capital investment decisions, financing decisions, cost of capital decision, convertible, international financial management, business failures and investment banking.

FIN 620: Corporate Finance (3 credits)

Market efficiency; shareholders' wealth value; cost of capital; capital assets pricing model; capital budgeting; dividend policy; risk management; mergers and bankruptcy.

MGT 630: Organizational Design and Behavior (3 credits)

Organization and organization theory; organizational effectiveness; organization structure and design; organizations and theory effects; and managing human behavior in organizations.

MGT 631: Human Resources Management (3 credits)

Analytical overview of personnel management theory and practice; elements of modern personnel management with special reference to human resource development (HRD); job evaluation and analysis; recruitment and selection; performance appraisal; compensation management; human resources development and training; behavior science contribution to modern HRD practices.

MGT 632: Innovation and Entrepreneurship (3 credits)

Major economic theories of innovation and entrepreneurship; process, risks, rewards and cost of entrepreneurship; entrepreneur's options for start-up and growth capital, organization design, sales and marketing approaches; resource allocation and other decisions from the entrepreneur's perspective; team project involving preparation of feasibility plan.

MGT 633: International Business (3 credits)

Theories of international business; internationalization process; international trade and foreign direct investment; entry strategies and establishing foreign subsidiary; licensing and franchising; joint ventures; strategies and organization of the multinational, parent-subsidiary relations; cross-cultural management of multinational firms; current issues: GATT, NAFTA, EEC, GCC and ASEAN; global exchange of capital business practices in the Kingdom of Bahrain will be compared to business practices around the world.

MGT 634: Organizational Change and Development (3 credits)

Introduction to the field of organization change and development as a set of holistic interventional methodologies for systematically bringing about organizational change and improvement in people, processes, and technology; emphasis will be on the exploration of literature, culture, values and skills that will assist a manager, leader, or administration to carry out the organizational development and to manage change successfully.

MGT 635: Business Ethics (3 credits)

Introduction to a stakeholder management framework, emphasizing business's social and ethical responsibilities to both external and internal stakeholder groups. Discussing a twin theme of corporate business ethics and governance that illustrates how ethical considerations are included in the public issues facing organizations and the decision-making process of managers.



MGT 638: Business Strategy (3 credits)

Basic concepts of strategic management; corporate governance and social responsibility; environmental scanning and industry analysis; internal scanning: organization analysis; strategy formulation: situation analysis and business strategy, corporate strategy, functional strategy and strategic choices; strategy implementation: organizing for action.

MGT 695: Thesis (9 credits)

Prerequisite: 18 credits

Any topic, reflecting contemporary relevance and issues, will be chosen by the student with the assistance of an academic supervisor from the area of management. A thesis proposal consisting of problem area, objectives and proposed methodology will have to be submitted to the department council for approval before the start of actual field work.

MKT 660: Marketing Management (3 credits)

The marketing concepts and the role of marketing in modern organizations; framework of analysis, planning and control in marketing; focus to be on developing the marketing mix strategies (product, price, place, and physical distribution) in today's highly competitive environment.

QM 650: Research Methods and Statistical Analysis (3 credits)

Introduction to business research, research process, problem definition and the research proposal, design of research strategies, questionnaire design, sampling procedures, sources, collection and presentation of data; hypotheses testing; bivariate and multivariate analyses; nonparametric significance test, and presenting results in written report.