



# Faculty of Business

## Department of Management

Study Plan of the Master's Degree

In: Management (Thesis path)

Academic Year: 2018



### **Vision of the Department:**

Building students capabilities in Management, developing their knowledge and leadership skills.

### **Mission of the Department:**

To create distinguished students with basic knowledge, skills and abilities in Management.

### **Objectives of the Department:**

1. Develop the knowledge of graduates in the field of Management, and the general knowledge he needs in the field of work.
2. Update the students' knowledge in the sciences related to business administration.
3. Graduates of distinguished students with scientific and applied skills in business administration according to the requirements of the labor market locally and regionally.
4. Develop students' skills and ability to analyze, link and use technology in business administration.
5. Developing students' skills and abilities to diagnose problems and use statistical and quantitative methods in decision-making.
6. Develop students' skills and abilities in interaction and communication with others, team work, analysis, creative thinking, problem solving and self-developing
7. Develop students' skills and abilities in the preparation of sound scientific research in the field of business administration.
8. Raise students' awareness to adapt to environmental changes, professional and ethical values in

### **Intended Learning Outcomes (ILOs):**

#### **a. Knowledge:**

1. Knowledge in the field of business: Knowledge acquired through the compulsory and elective requirements.
2. Knowledge in the field of business administration: Knowledge acquired by students in the field of specialization.

#### **B. Skills**

Analytical skills: the ability of the graduate to identify the fundamental variables in the different positions in business organizations, how to deal with them.

1. Diagnostic skills skill: diagnosing the causes of problems in business organizations and ways to solve them.
2. Cognitive skills: The intellectual ability to accommodate cause-and-effect relationships and to visualize the overall way in which the parts of business organizations are interconnected.
3. Interactive skills: interaction skills and communication with others, and motivate them to perform better.



4. Research skills: Skills acquired by the student through the writing of reports and scientific research through various sources: such as traditional sources as books, references, periodicals, electronic sources such as the Internet and electronic databases, and field sources such as questionnaires and interviews.
5. Professional and ethical attitudes and values: The values, tendencies and trends acquired by the student through his knowledge of the values, ethics and behavior of the profession, which he should have after his graduation through practicing the profession in the labor market such as professionalism, transparency, diversity, teamwork, leadership and risk acceptance, creativity, innovation, flexibility and adaptation.

### C. Competencies:

1. Self-development agendas: through flexible thinking and focus on achievement and management of resources for the organization and leadership teams within them
2. Competence related to responsibility and independence: the ability to adapt to the objectives of the organization and to have strategic thinking and the ability to plan
3. Competence related to the roles that will be played within the organization: Negotiation, attention to clients, diplomacy, organizational knowledge and influence on others



## Framework

### Framework of the Master's Degree in marketing ( 33 Cr. Hrs.)

Sequence	Classification	Credit Hours	Percent %
1st	Compulsory Requirements	15	46%
2nd	Elective Requirements	9	27%
3rd	Thesis	9	27%
Total		33	%100

## Course Numbering

				2	2
Sequence		Course Level		Cognitive Domain	
				Dept. Code	Faculty Code
				Master in Management	Business

## Cognitive Domains

Number	Cognitive Domain	Credit Hours
1	Quantitative Methods , Scientific Research Management& related subjects	12
2	Human resources subjects	12
3	Thesis	9

## Thesis path:

### 1. Compulsory Requirements: (15) Credit Hours are as follows:

Article No.	Article Name	Credits	Prerequisite
20172011	Scientific Research Methodology	3	-
20271011	Strategic Management	3	-
20771011	Fundamentals of Human Resource Management	3	-



20174021	Entrepreneurship and Small Business Management	3	-
20274021	Leadership in Organizations	3	-

## 2. Elective Courses: (9) credit hours are as follows:

Article No.	Article Name	Credits	Prerequisite
20171011	Business Ethics	3	-
20271022	Change Management	3	-
20271024	Organizational Behavior	3	-
20272022	Operations Management	3	-
20272023	Project Management	3	-
20273021	E- Management	3	-
20274022	Negotiation Management	3	-
20274023	Managerial Decisions Making	3	-
20174022	International Business Management	3	-
20472011	Marketing Management	3	-

### 1.3: Thesis: (9) credit hours distributed as follows:

Article No.	Article Name	Credits	Prerequisite
20177000	Seminar	3	-
20277001	Thesis	6	20177000

## Course Description:

### Scientific Research Methodology(20172011)

**(3 credit hours)**

The course covers the study and analysis of the concept and terminology of scientific research and its role in supporting the administrative decisions in business organizations. It deals with all aspects and stages of the process of scientific research including determination of the problem, defining the variables, the choosing the research design, developing hypotheses, collection of data, develop a plan of inspection, collection and analysis of data, testing hypotheses and writing the final report.



The course deals with descriptive statistics including organization of data, measures of central tendency and dispersion, correlation and regression. The course covers distributions like Normal, t and F in addition to sampling and sampling distributions. Testing hypotheses about the mean of a population, the difference between two means, Analysis of variance and regression will be covered using SPSS.

**Strategic Management (20271011) (3 credit hours)**

This course aims to provide students with how to build a strategic management framework, which includes environmental scanning and strategy formulation, implementation, and evaluation. It also aims to provide students with the skills, knowledge, and tools for the analysis and selection of strategic alternatives and implementation it according to the surrounding environment variables in large, small entrepreneurial business, and non-profit organizations.

**Fundamentals of Human Resource Management: (20771011) (3 credit hours)**

This course covers the fundamentals of human resource management, and concept of human resources functions such as; planning, job analysis and descriptions, recruitment, training and development, compensation, workers' rights and human resource accounting and performance appraisal. In addition to career development. The course clarify legal issues related to equal opportunity, as well as the main features of human resource management in the era of globalization, and practical issues in human resource management.

**Entrepreneurship and Small Business Management: (20174021) (3 credit hours)**

This course aims to provide students with a sound base understanding to concepts of entrepreneurship, the characteristics and skills of entrepreneurs and their role in activating their businesses. As well as identifying, critical issues affecting entrepreneurship and small business in Jordan. This course offers students desiring to start, own, or operate a small business, the opportunities to develop abilities, understanding, and critical thinking skills necessary for developing, managing and growing an entrepreneurial venture. The course focuses on all the key aspects of entrepreneurial success, from successful idea generation, development to successfully launching a firm. It introduces the requirements necessary to initiate a small business, and identifies the elements comprising a business plan. This course also focuses on the mastery of skills needed to plan, organize, manage, and finance a small business and preparing a comprehensive business plan for starting a small business. Taking into consideration Jordanian context.

**(3 credit hours) Leadership in Organizations (20274021)**

This course presents a comprehensive, integrative, and practical focus on leadership. It is based upon a framework that analyzes leadership at different levels: individual leadership, team

leadership, and organizational leadership. The course also presents leadership theories and concepts that have emerged over the past several decades. It provides students with an opportunity to apply these theories through case analysis and to enhance personal skill development through self- assessment exercises. The course includes identification of current leaders and leadership as well as contemporary perspectives on ethics, networking, coaching, organizational culture, diversity, learning organizations, strategic leadership, and crisis leadership.

**Negotiation Management (20274022) (3 credit hours)**

This course aims to present the concept of negotiation, including introductions to communicate and plan for discussion and negotiation management ensures maximizing gains and minimizing losses. The course also provides methods to pursue the negotiation process, consolidate their results including legal supervision of the outputs of the negotiation process, and write memorandums of understanding.

**Managerial Decisions making (20274023) (3 credit hours)**

The course is concerned with explaining all the techniques that are required for making rational efficient and effective decisions, especially under uncertainty, risk, and conflict situations. And to make the student aware, and knowledgeable of quantitative methods as (game theory, simulation, linear programming, and probability analysis) that are necessary for decision making process, The course focuses on theoretical concepts, mathematical and statistical models that are used in analyzing, diagnosing organizations' problems, collecting and analyzing the needed information, interpretation, developing alternatives and finally choosing the best one.

**International Business Management(20174022) (3 credit hours)**

This course teaches students to analyze the key factors determining competitiveness in different economies and make appropriate strategic recommendations. Students will learn how to interpret the complex system of rules covering international business organizations and construct models and frameworks dealing with different circumstances. Studies are divided into three main sections – the global business, the evolution of international industries, and global business strategy.

**Business Ethics(20171011) (3 credit hours)**

The course includes the concept and importance of managing ethical Behavior in business; clarify factors associated with business ethics in organization functions, and workers' rights and fair treatment in the organization. As well as maintaining the privacy of workers. These objectives are achieved and content by discussing several case studies that aim to highlight the practical aspects of this course

**Change Management(20271022)****(3 credit hours)**

Course presents an overview of the fundamental components of organization change and development. Case studies are discussed and analyzed to close the gap between theory and practice. Practical skills and approaches are studied, such as change techniques and strategies, influence methods in dealing with leaders and consulting/ learning models. Focus of course helps students implement successful change programs in their organization. Topics of discussion include developing sponsorship, action research methods, survey feedback approaches and dealing with conflict and resistant to change.

**Project Management(20272023)****(3 credit hours)**

Project management has become central industries as diverse as construction and information technology, architecture and hospitality, and engineering and new product development, therefore this topic simultaneously embrace the general principles of PM, management of technology, people skills, culture, stakeholders, and other diverse elements necessary to successfully complete a project.

**Operations Management(20272022)****(3 credit hours)**

This course is designed to identify the most important applications of quantitative models for production and operations management. The course contains multiple concepts and topics in operations management, such as total quality management, and just-in-time production, inventory management, project management, forecasting, and everything related to the organization activities in terms of operations to participate in success of decision-making process.

**Organizational Behavior (20271024)****(3 credit hours)**

The course includes concept of individual and group behavior in organizations, focusing on the theoretical and applied aspects in organizational behavior, understand and manage behavior within the organization through exposure to topics in organizational behavior such as a personality, perception, attitudes, values, learning, organizational climate, leadership, innovation, communication, and informal groups.

**E- Management (20273021)****(3 credit hours)**

This course provides an overview of e-management and e-management Functions, and introduces the fundamental concepts and frameworks of e-business and e-government, the prevalent enabling technologies, and the strategic issues confronting the legacy firms. The efficiency, performance, capacity, and practical design of e-management systems will be covered with the best practice.

