



AL MUSANNA COLLEGE OF TECHNOLOGY

DEPARTMENT OF BUSINESS STUDIES

ENGL 1208	Business Strategy and HRM	3 Credit Hours
Prerequisites:	-	
Goal	To develop students understanding about Business Strategy and HRM, ethics and external practically international environment of business.	
Objectives	Outcomes	
<p>At the end of the semester, this course should enable the students to:</p> <p>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.</p>	<p>At the end of the semester, the student who satisfactorily completes the course should be able to:</p> <ol style="list-style-type: none"> 1. Identify the contexts, including the international one, within which organisations operate affect strategy and people management. 2. Apply basic tools of strategic analysis to an organisation 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. 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. Recognize different models of HRM and explain their applicability to a particular context 	



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BALW 4115	BUSINESS LAW	3 Credit Hours
Prerequisites:	BAMG 1100 (Introduction to Business)	
Goal	To introduce student to the Omani Government regulations of business	
Objectives	Outcomes	
<p>The course should enable the student to:</p> <p>The course will enable the student to understand the basic law concepts related to public law affecting business organizations. The course focus also on the different types of legal issues that student will encounter most frequently when s/he enter the business world and start dealing with several parties such as government, stockholders, competitors, employees and the public</p>	<p>A student who satisfactorily complete the course should be able to:</p> <ol style="list-style-type: none"> 1. Legal Implications Relating to Companies in Difficulty or in Crisis: <i>Describe</i> the process of insolvency, voluntary administration, receivership and liquidation 2. Essential Elements of the Legal System: <i>Identify</i> the essential elements of the court system, and <i>Explain</i> the sources of law 3. Contract Law: <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 4. Labour Law: <ul style="list-style-type: none"> ❖ <i>Recognize and</i> apply the appropriate legal rules applicable under the Labour 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 5. Partnership, Corporation and Agency Law: <ul style="list-style-type: none"> ❖ <i>Describe</i> the formation and operation of partnerships and corporations including limited partnerships 6. Capital and Financing Companies: <i>Describe</i> the process of raising capital and capital maintenance 7. Management, Administration and Regulation of Companies: <i>Describe</i> the relationship between the general meeting, the board and corporate management including director's duties 	

8. Corporate Governance and Ethical Issues:

- ❖ *Discuss* issues relating to governance and ethics and *Demonstrate* an understanding of fraudulent and criminal behavior



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Course code	Manpower Planning	# of Credit Hours
Prerequisites:		
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	
<p>The course should enable the student to:</p> <p>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.</p>	<ol style="list-style-type: none">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 market4. Identify manpower planning models, data requirements and applications.5. Recognize the importance of manpower planning to enhance Omanization process.	



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Course code: BAHR4109	Course Name: PERFORMANCE APPRAISAL AND PRODUCTIVITY	# of Credit Hours: 4 hours
Prerequisites:	None	
Goal	To introduce students to the modern performance appraisal systems which are used by different organizations in order to enhance the productivity.	
Objectives	Outcomes	
<p>The course should enable the student to:</p> <ol style="list-style-type: none">1. Students will learn the importance of performance appraisal systems in any organizations2. Learn about the relationship between appraisal systems and productivity3. Students will know how to develop the performance systems and how to evaluate them	<p>At the end of the semester, the student who satisfactorily completes the course should be able to:</p> <ol style="list-style-type: none">1. Develop performance appraisal systems appropriate for the organization's competitive strategy2. Implement the appraisal systems effectively.3. Enhance a high level of productivity4. Define the concepts of empowerment, TQM, and reengineering5. Analyze and evaluate the effectiveness of the available appraisal systems in an organization6. Recognize the role of performance appraisal in merit pay7. Identify ways of strengthen the pay -for performance link	



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BAMG4216	Strategic Management	# of Credit Hours-
Prerequisites:	None	
Goal	<p>1.The course focuses on the Formal decision making process called Strategic Management and enlightens on the realistic benefits Strategic Management brings to the Organization.</p> <p>2.The primary course aim to acquaint students with the process of developing a business strategy and its implementation and the challenges of Strategic Management are also taught so that it can be operated well in the competitive market</p>	
Objectives		Outcomes
<ol style="list-style-type: none"> 1. To provide understanding of 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 		1. Describe the fundamentals of business strategy, the strategic process and business objectives.
		2. Describe and analyze the internal and external business environment of an organization.
		3. Identify the key elements in business planning and performance measurement.
		4. Explain the concept of competitive advantage and conduct a simple analysis.
		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.



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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: <ol style="list-style-type: none">1. Define information systems2. Describe the relationships between technology and business activities.3. Recognize the models and frameworks of Information System4. 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 team7. Work with highest codes of ethics8. Communicate effectively in English9. Utilize the available information sources	



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Course code: PHIL3201	Course name: Formal Arabic Communication	# of Credit Hours:3
Prerequisites:	None	
Goal	<ol style="list-style-type: none">1. امتلاك الطالب للمهارات التي تؤهله لمتابعة الاتصال بعد تخرجه و خوضه غمار الحياة.2. التعرف على مصطلح الاتصال و أركانه (المرسل، المستقبل، الرسالة، وسيلة الاتصال، التغذية الراجعة)3. تطبيق مهارات استعمال اللغة الشفوية (الأفاز، الأساليب، الدلالة).4. امتلاك الطالب مهارات الاتصال الكتابي (الترقيم، المعارف النحوية، المقال...).	
Objectives	Outcomes	
<ol style="list-style-type: none">1. امتلاك الطالب لتلك المهارات لمتابعة اتصاله بالآخرين بعد تخرجه و انغماسه في الحياة العلمية.2. تزويد الطالب ببعض المهارات اللغوية الشفوية و الكتابية ليتمكن من الاتصال بزملائه و أساتذته لأداء حاجاته الوظيفية الجامعية.3. تنمية مهارات الطالب و صقل مواهبه اللغوية بطريقة عملية.4. تشجيع الطالب أثناء دراسته و بعد تخرجه	<ol style="list-style-type: none">5. أن يتعرف الطالب على مصطلح الاتصال و عناصره العلمية الاتصالية.6. أن يطبق الطالب السلوكيات الواجب توافرها في عملية استقبال اللغة و مهارات استعمال اللغة الشفوية من حيث الأفاز و الأساليب و الدلالة.7. أن يمتلك بعض مهارات الاتصال الشفوي مثل التحدث و السؤال و القراءة و غيرها.8. أن يتقن الطالب بعض المهارات الكتابية مثل كتابة التقارير ومحاضر الاجتماعات و الرسائل الرسمية و السيرة الذاتية وغيرها.	

على المشاركة الإيجابية
في ممارسات الأنشطة
التي تتعلق باللغة.



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Course code: PHIL4101	Course name: Oman Civilization	# of Credit Hours:3
Prerequisites:	None	
Goal	<p>1-الاهتمام بتدريس الحضارة العمانية جاء من الاهتمام بتعميق حب الوطن في نفوس العمانيين من خلال إدراك التطور الحضاري في عمان بدءاً من الأهمية الجيولوجية لعمان وتاريخها القديم وصولاً إلى عصر النهضة العمانية في عهد جلالة السلطان قابوس - حفظه الله ورعاه - .</p> <p>2- التأكيد على أن تاريخ سلطنة عمان يُعد جزءاً لا يتجزأ من تاريخ الأمة العربية والإسلامية و العالم.</p> <p>3- الاهتمام بدراسة التاريخ هو تعبير عن الاهتمام بالحاضر و المستقبل أكثر مما هو تعبير عن الاهتمام بالماضي فقط.</p> <p>4- تشكيل وعي الشعب و ترسيخ الانتماء للوطن.</p>	
Objectives	Outcomes	
1. التعرف على حضارة بلده العريق الذي نشأ في قرون ما قبل التاريخ.	1. امتلاك الطالب لفكر يثمن حضارة بلده العريق الذي نشأ في قرون ما قبل التاريخ.	1. امتلاك الطالب لفكر يثمن حضارة بلده العريق الذي نشأ في قرون ما قبل التاريخ.
2. الاعتزاز بنهضة بلده التي بنيت على يد رجل يحمل فكرة مستنيرة ورؤية ثاقبة.	2. على يد رجل يحمل فكرة مستنيرة ورؤية ثاقبة.	2. امتلاك الطالب لفكر يعتز بنهضة بلده التي بنيت على يد رجل يحمل فكرة مستنيرة ورؤية ثاقبة.
3. تعميق مبدأ الولاء والانتماء في ذات الطالب - لأرض - الرخاء والسلام "عمان".	3. ظهور مبدأ حب الوطن في سلوك الطالب.	3. رسوخ مبدأ الولاء والانتماء في ذات الطالب لأرض الرخاء والسلام "عمان".
4. أن يتعرف الطالب على ملامح الحضارة العمانية في العصر الحديث - (دولة يعاربة ودولة البوسعيد).	4. ظهور مبدأ حب الوطن في سلوك الطالب.	4. ظهور مبدأ حب الوطن في سلوك الطالب.
5. أن يتعرف الطالب على عصر النهضة المباركة، سيرة باني النهضة المباركة، ملامح النهضة المباركة.	5. الولاء لباني نهضة عمان و تقدير التضحيات و المساعي التي قام بها من أجل الوطن و رفعتهم و تطويره لجعله من بين مصاف الدول المتقدمة.	5. الولاء لباني نهضة عمان و تقدير التضحيات و المساعي التي قام بها من أجل الوطن و رفعتهم و تطويره لجعله من بين مصاف الدول المتقدمة.