



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

Department of Business Studies

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|---|---|----------------|
| BAMG 2211 | Entrepreneurship | 3 Credit Hours |
| Prerequisites: | Principles of Management (BAMG 1207) | |
| Goal | To introduce the student to entrepreneurship phenomenon | |
| Objectives | Outcomes | |
| The student will be exposed to the theory as well the experience associated with entrepreneurship. The course will cover such area as financial management and planning, legal regulation, concepts and tools in developing new venture, communication tools in small business. | The students should be able to: <ol style="list-style-type: none">1. Explain the vital role played by entrepreneurs and small business in the global economy.2. Define entrepreneurship and describe how entrepreneurs are different from other business-people3. Define small business and identify the industries in which most small firms are established4. Compare the advantages and disadvantages of small business.5. Analyze the small business opportunities for women and the special challenges faced by this entrepreneurs6. Describe how the small business administration functions.7. Recognize the important contemporary topic such as family business, small business risks, and government regulations.8. Recognize management process and operation management for the small firm.9. Develop a working model of entrepreneurship by creating a small business plan. | |





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| BAFI 2109 | Financial Management | 3 Credit Hours |
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| Prerequisites: | BAMA 1101 (Business Mathematics), BAEC 1203 (Microeconomics) | |
| Goal | This course aims to treat the introductory topics and issues in finance that are of concern to the managers and all those in need to acquire practical mathematical skills to make financial decisions | |
| Objectives | Outcomes | |
| The objectives of this course are to further the understanding of accounting, business, economics and mathematics. Students will be able to learn how to use financial statements and how to plan appropriate action. Also, they will learn how to prepare budgets, analyze investment options, and determine the best means of financing business endeavors. Furthermore, students of this course will discover ways of assessing both the return and the risk involved in a firm's finance decisions. The focus will be on solving practical business problems, similar to those will be encountered in the workplace | <p>The students should be able to:</p> <ol style="list-style-type: none"> 1. Recognize the role of financial management within the organization and with regard to average stakeholders. 2. Read, interpret and create standard financial statements. 3. Analyze financial statements to evaluate and forecast. 4. Manage and evaluate a firm's working capital. 5. Use the time value of money to value the cost of capital. 6. Evaluate the cost of debt, preferred stock and common stock. 7. Demonstrate the application of various capital budgeting techniques. 8. Evaluate risk in the capital budgeting process. 9. Demonstrate the capital markets impact on a firm's ability to raise funds. | |





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| BAHR 2101 | Human Resource Management | 3 Credit Hours |
|---|---|---|
| Prerequisites: | BAHR 2100 (Organization Behavior) | |
| Goal | To provide the students with the framework for the analysis of issues in HRM (recruitment, staffing, training ...etc.) in order to acquire a good understanding of the importance of the human element in any business organization | |
| Objectives | | Outcomes |
| <ol style="list-style-type: none"> 1. To acquaint students with the philosophies, policies, and functions of HR systems in business organizations. 2. To develop understanding of the environmental, organizational, and economical forces affecting employee- management relations. 3. To develop an awareness of all the functional areas of HR, i.e. selection, employment, planning...etc. | | <p>The students should be able to:</p> <ol style="list-style-type: none"> 1. Recognize the importance of human element in organizations. 2. Recognize the policies and functions of HR systems in business organizations. 3. Evaluate the environmental, organizational, and economical forces affecting employee-management relations. 4. Define the functional areas of HRM, i.e., selection, evaluation, compensation...etc. 5. Analyze specific issues and problems in HRM in order to recommend the right solutions. 6. Identify the most effective HR systems in large and small companies. 7. Work independently. |





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|---|--|--|
| BAHR 2100 | Organizational Behavior | 3 Credit Hours |
| Prerequisites: | Principles of Management BAMG (1207) | |
| Goal | To provide students with a basic knowledge of the management of organizations. The subject will explore the role of a manager, developing reasoned and practical insights into influence on the behavior of people and organizations | |
| Objectives | | Outcomes |
| 1. The subject will enable the students to learn about the key theories of organizations behavior, managerial skills, and organization's politics. The course will also introduce the students to the high-level applications of organizations behavior | | The students should be able to: <ol style="list-style-type: none">1. Define the role of a manager.2. Appraise the politics of an organization in terms of motivation, communications, and Leadership style.3. Analyze applications and issues of Organizations behavior.4. Develop insights on factors that influence the behavior of people in organizations.5. Analyze the reasons of conflicts in organizations and suggest solutions.6. Recognize the importance of group dynamics, interpersonal communications and individual power. |





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| BAHR 2102 | Psychology at Work | 3 Credit Hours |
| Prerequisites: | BAMG 1207 (Principles of Management) | |
| Co requisite: | BAHR 2100 (Organizational Behavior) | |
| Goal | To introduce students to the theories and practices of Psychology in order to gain insight into human behavior | |
| Objectives | Outcomes | |
| The course will enable students to think rationally and critically. Students will explore and examine the major areas of study in psychology such as motivation, learning, and personality theories. | The students should be able to: <ol style="list-style-type: none">1. Define the term psychology and demonstrate command of the basic vocabulary of the discipline.2. Describe the major areas in the field, and identify the parameters of this discipline.3. Explore the ways that psychological theories are used to describe, understand, predict, and control or modify behavior.4. Outline the integration of biological, social, and psychological factors in determining behavior.5. Identify the major contributors to the field of psychology and their work.6. Recognize moral and ethical issues as they related to psychology.7. Identify major psychological principles and theories and discuss how they can be applied to real life situations.8. Apply psychological knowledge to improve study skills.9. Demonstrate the ability to use resources to locate and obtain relevant psychological materials.10. Describe how psychological evidence presented in this course has been acquired through the use of the scientific method. | |





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| PHIL3108 | Business Ethics | 3 Credit Hours |
|--|---|----------------|
| Prerequisites: | None | |
| Goal | To equip the student with the highest ethical standards that will guide him/her through real life dilemmas. | |
| Objectives | Outcomes | |
| <p>To enable the student to:</p> <ol style="list-style-type: none">1. Understand the concept of value2. Understand Islamic and Omani values3. Understand, appreciate and respect ethnic and cultural diversity4. Gain the highest work ethics | <p>The students should be able to:</p> <ol style="list-style-type: none">1. Define the concept of values2. Define how values develop3. Understand the effects of religion and society on values4. Understand the effects of Islamic and Omani values on work ethics5. Define the concept of ethnic and cultural diversity6. Understand the importance of ethnic and cultural diversity for society and the world7. Work with people from different ethnicities/cultures8. Function in a moral and ethical manner in his/her life | |





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|---|---|--|
| BAHR 2204 | Compensation and Benefits | 3 Credit Hours |
| Prerequisites: | BAHR 2101 (HRM) | |
| Goal | To provide a solid understanding of the art of compensation practice and its role in promoting companies competitive advantages | |
| Objectives | | Outcomes |
| The course will enable students to examine the context of compensation practice, the criteria used to compensate employees, compensations system design issues, and contemporary challenges that employers face in designing compensation systems | | <p>The students should be able to:</p> <ol style="list-style-type: none">1. Define basic compensation concepts and the context of compensation practice.2. Recognize the changing compensation environment.3. Differentiate between strategic and tactical compensation4. Identify factors that influence companies' compensation practices5. Evaluate the effectiveness of compensation strategies6. Identify the considerations of designing incentive pay.7. Design the salary surveys8. Recognize the market factors' impact on compensation practices9. Design the compensation surveys |





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|--|---|--|
| BAFI 2210 | Financial Institutions and Services | 3 Credit Hours |
| Prerequisites: | BAFI 1209 Financial Management | |
| Goal | To introduce the students to the wider financial services sector and its component institutions. Also, it will equip students with knowledge of the wide range of financial institutions currently available and their main functions | |
| Objectives | | Outcomes |
| The course will enable students to understand the roles, characteristics, and operations of financial institutions. The course will endeavor to develop student's appreciations of the interrelationship between providers of financial services and the role of intermediaries. | | <p>The students should be able to:</p> <ol style="list-style-type: none">1. Recognize the terminology of finance and the financial matters2. Identify the role of non-bank and bank institutions in money and capital markets3. Analyze the financial markets within a framework of flow of funds accounts4. Recognize the functions of the financial markets in providing the link between saving and investments5. Analyze these functions within the context of the suppliers of loan able funds and the demanders for loan able funds6. Identify the role of non-bank financial intermediaries and their financial instruments. |





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|---|---|----------------|
| BAEC 1204 | Principle of Macroeconomics | 3 Credit Hours |
| Prerequisites: | Microeconomics (BAEC1203) | |
| Goal | To enable the student to learn to deal with large-scale economic phenomena so, he/she will be able to evaluate national and global economic. | |
| Objectives | Outcomes | |
| The course will enable the student to understand the key aspects and areas of macroeconomics to be able to develop overall knowledge of large-scale economic phenomena. | <p>The students should be able to:</p> <ol style="list-style-type: none">1. Describe and explain the central economic problems facing any society and the role of scarcity, choice, and opportunity cost in these problems.2. Explain how the following key aggregate economic variables are defined and measured: the price level, national income, employment, unemployment, the labor force, the unemployment rate, the rate of inflation, the exchange rate.3. Explain how national expenditure and national product are measured and how the equilibrium level of national income is achieved.4. Discuss the advantages and limitations of gross national product as a measure of human welfare.5. Explain how the price level and national income change in the short run and long run.6. Explain the role of monetary and fiscal policy on the economy in relation to government debt and deficits and under both fixed and flexible exchange rate systems.7. Explain the role of money in the economy and how banks use the money supply to influence economic activity.8. Explain the difference between fixed and flexible exchange rate systems, how exchange rates are determined, and what factors may cause them to change.9. Explain the main causes and consequences of inflation and discuss the G.C.C. Countries experience with controlling inflation.10. Define the different types of unemployment and explain how each affects government policy.11. Explain the main sources of economic growth and discuss the costs and benefits of economic growth.12. Recognize the features and socio-economic characteristics and functions of Oman economy | |





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| BAHR 2203 | Recruitment and Selection | 3 Credit Hours |
|---|---|--|
| Prerequisites: | BAHR 2101 (HRM) | |
| Goal | To introduce students to the strategies, legal and administrative issues associated with recruitment and selection of employees | |
| Objectives | | Outcomes |
| The course will enable students to understand the details of the process of staffing including the assessment of needs. Students will be familiar with methods and techniques of writing job descriptions, reviewing job applications, conducting interviews and all the activities of recruitment. | | <p>The students should be able to:</p> <ol style="list-style-type: none">1. Recognize the role of HR functions in staffing.2. Exercise oral communication skills and written communication skills.3. Exercise the teamwork skills.4. Write job descriptions.5. Conduct interviews6. Examine career issues from the point view of the employees and the organizations.7. Analyze problems and issues of staffing and suggest alternatives.8. Study the organizational strategies and plans in order to identify any shortage of employees.9. Ensure that the organization complies with legal issues associated with recruitment and selection. |



PHIL2200 - Formal Logic

| PHIL2200 | Formal Logic | 3 Credit Hours |
|---|---|---|
| Prerequisites | None | |
| Goal | To develop the student's ability to think and function effectively, logically and analytically, effectively using oral and written communication. | |
| Objectives | | Outcomes |
| <p>The course should enable the student to:</p> <p>This course will enable the student to function logically by using analytical and communication skills</p> | | <p>The students should be able to:</p> <ol style="list-style-type: none"> 1. Function rationally and analytically 2. Apply logic and analytic skills in a work environment 3. Function independently and in a team environment 4. Identify and solve problems logically 5. Apply analytical skills in problem solving 6. Apply oral and written communication skills argumentatively with logic 7. Deal with people rationally 8. Function creatively in a work environment 9. Apply communication skills effectively 10. Present a reasoned argument 11. Present written and oral communication |



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ITSE 1203 - Introduction to Web Technology

| ITSE1203 | Introduction to Web Technology | 3 Credit Hours |
|---|---|----------------|
| Prerequisites | None | |
| Goal | Introduce students to the world of computer science through the World-Wide Web, focusing on the techniques of web-page creation. | |
| Objectives | Outcomes | |
| <p>The course should enable the student to:</p> <p>To introduce Internet principles and World Wide Web concepts to the students and equip them with the techniques of Common Gateway Programming and Server side programming for on-line communication and computing.</p> | <p>The students should be able to:</p> <ol style="list-style-type: none"> 1. Define web concepts, and internet principles. 2. Be familiar with HTML tags, CGI concept and JavaScript. 3. Build practical webs using a range of simple tools. 4. Apply JavaScript and range of software tools for generating multimedia and interactive Web page components. 5. Build a range of practical webs suited to interactive Web publishing. 6. Use Photoshop and Image Ready for web graphics and compression. 7. Become familiar with Flash and other advanced web design tools. 8. Design issues related to motion graphics and vector based animation. 9. Apply some techniques of DHTML, java applet and servlets. 10. Build Web applications using active | |

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| | <p>server pages and database access.</p> <p>11. Use multimedia on the web.</p> <p>12. Apply privacy and security.</p> |
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| BADB2301 | Database for Small Business | 3 Credit Hours |
|---|--|--|
| Prerequisites: | None | |
| Goal | To provide students with a knowledge of technical and managerial aspects of the widely used database applications in business. | |
| Objectives | | Outcomes |
| <p>The course should enable the student to: understand the role of database systems in information systems. Through introducing the concepts and types of computer database examine theoretical and pragmatic ideas underlying relational database and discuss certain other aspects of the database systems -recovery, concurrency, security, and integrity.</p> | | <p>The students should be able to:</p> <ol style="list-style-type: none"> 1. Identify the types of the problems for which database management system can supply solutions. 2. Learn basic design principals in database. 3. Describe the principles of database design and apply them to practical situations. 4. Identify and describe strategies for data entry and integrity. 5. Determine the method for organizing and recording the data. 6. Aware of underlying concepts and skills of data analysis, data modeling, normalization and principles and theories of a relational database. 7. Identify primary and secondary keys and indexes. 8. Define the operational concerns; include security issues for database management. 9. Carry out logical and physical database design. 10. Discuss the capabilities and limitations of database management software particularly Microsoft access, Tally, SPSS etc. for implementing data management. |

