Course Title: Introduction to Business
Code: BUS 100
Credits: 3
Pre-requisite(s): None
Description: This course introduces students to the modern world of business. It provides an overview of environmental factors that affect business and the economic systems in which business has survived and thrived. It then focusses on the various functional areas that comprise the modern organisation of today. The ultimate goal is to help students understand where their interests and talents fit in today's job market and what skills they need to develop to get the positions they seek.

Course Title: Mathematics for Management I
Code: BUS 101
Credits: 3
Pre-requisite(s): None
Description: This course prepares students for the application of mathematical tools, techniques, and principles to the real-world. Topics include linear and quadratic functions, polynomial, exponential and logarithmic function, mathematics of finance, systems of linear equations, and matrices.

Course Title: Mathematics for Management II
Code: BUS 102
Credits: 3
Pre-requisite(s): BUS 101
Description: This course prepares students for the application of mathematics in a business context. Topics include anti-derivatives, probability, partial derivatives, optimization, economic interpretation, geometric series, and their application to finance, business and economic models.

Course Title: Business Communication
Code: BUS 116
Credits: 3
Pre-requisite(s): None
Description: This course focusses on written and oral communication in management, with an emphasis on strategies for identifying, analyzing, and solving written and verbal communication problems. Course work is based on academic and professional communication in management.

Course Title: Management Information Systems
Code: BUS 122
Credits: 3
Pre-requisite(s): None
Description: This course demonstrates how organisations can use information systems to maintain a competitive advantage by improving the efficiency of business processes, reducing costs, and having timely information for business

decision-making. Topics such as systems development, databases, technology trends, and the management of technology are covered.
+Courses and their descriptions are subjected to change.

Course Title: Microeconomics
Code: BUS 133
Credits: 3
Pre-requisite(s): None
Description: This course introduces micro-economic principles, such as consumer demand, producer supply, market structure, and labour market behaviour. Students end the course with a basic understanding of how markets and individual behaviour interact to change prices and supply.

Course Title: Macroeconomics
Code: BUS 136
Credits: 3
Pre-requisite(s): BUS 133
Description: This course introduces applied macroeconomics, focusing on recurring issues in the environment in which firms make their decisions. Topics include national accounts, national income determination, economic growth and fluctuations, monetary policy and financial markets, international trade, and finance.

Course Title: Principles of Marketing
Code: BUS 205
Credits: 3
Pre-requisite(s): None
Description: This course focusses on marketing as a customer-centered activity in which organisations create mutually beneficial exchanges between the organisation and customers. It provides a solid overview of factors to be considered in developing products and services for a market, in making products and services available to customers, in selecting tools to promote products and services, and in pricing products and services to sell.

Course Title: Statistics I
Code: BUS 211
Credits: 3
Pre-requisite(s): BUS 102
Description: The first course in Statistics introduces the student to the basic concepts of inferential and official statistics. Concepts are developed through studying statistical methods that can be used in business decision-making. The course emphasizes applications, spreadsheet modeling, and the artof decision-making in a managerial setting.

Course Title: Statistics II
Code: BUS 212
Credits: 3

Pre-requisite(s): BUS 211
Description: The second course in Statistics introduces the student to more of the basic concepts of inferential and official statistics. These concepts are developed by studying statistical methods that can be applied in business decision-making. The course emphasizes applications, spreadsheet modeling, and the art of decision-making in a managerial setting.

Course Title: Financial Accounting I
Code: BUS 215
Credits: 3
Pre-requisite(s): None
Description: This course offers the fundamentals of accounting. It introduces fundamental accounting principles, the rules of debit and credit, and the preparation of financial statements. It also examines the Generally Accepted Accounting Principles, financial transaction recording, financial statement preparation, and financial returns analysis.

Course Title: Financial Accounting II
Code: BUS 216
Credits: 3
Pre-requisite(s): BUS 215
Description: This course offers a more detailed look at financial statement accounts and the interpretation of these accounts. It explores international presentation and measurement and the movement towards a common reporting method. The course also takes a brief look at current issues in publicly traded companies.

Course Title: Introduction to Finance
Code: BUS 221
Credits: 3
Pre-requisite(s): BUS 215
Description: This course provides an in depth coverage for the fundamental topics of Financial Management which includes Financial Management Goals, Investment Appraisal (including discussion of Cost of Capital), Sources of Finance, Working Capital Management and Cash Management.

Course Title: Organisational Behaviour
Code: BUS 225
Credits: 3
Pre-requisite(s): None
Description: This course discusses organisational behaviour by identifying individual motivation and communication and group dynamics in problem solving, decision-making, and work structuring. It also examines organisational structure.

Course Title: Managing Human Resource
Code: BUS 226
Credits: 3

Pre-requisite(s): None
Description: This course focusses on human resource management and its role as an essential factor in an organisation's success. It introduces the student to human resource management practices and the roles and responsibilities that human resource professionals have in the organisation. The goal of the course is to provide practical experience for the student in addressing issues and solving problems that arise in a human resource department.

Course Title: Research Methods
Code: BUS 300
Credits: 3
Pre-requisite(s): BUS 212
Description: This course aims at providing students with broad knowledge and understanding of the principles and practices in conducting research. It focuses on the use of a range of different research methods in order to successfully undertake a dissertation or a research project. This encompasses the understanding and application of appropriate research designs, research statistics, and the use of the computer for data analyses, and report writing and presentation.

Course Title: Entrepreneurship
Code: BUS 302
Credits: 3
Pre-requisite(s): BUS 100, BUS 205, BUS 221
Description: This course focusses on the period ranging from the conception of a business idea to its first two years of operation. It explores idea generation and validation in the marketplace, methods of financing, corporate structure, strategy, and survival.

Course Title: Fundamentals of Business Strategy
Code: BUS 305
Credits: 3
Pre-requisite(s): BUS 136
Description: This course introduces students to strategy and its importance in achieving competitive advantage in the market place. It offers analytical tools and models to use in determining strategy and emphasizes the importance of matching strategy to organsiational resources.

Course Titles: International Business
Code: BUS 310
Credits: 3
Pre-requisite(s): BUS 100, BUS 136
Description: This course analyzes the economic and political aspects of the global business environment and how they impact firms. The course studies international trade theory, trade policies and investment, diverse organisational structures, international monetary and financial systems, and environmental issues that affect global business.

Course Title: Management Accounting
Code: BUS 315
Credits: 3
Pre-requisite(s): BUS 216
Description: This course focusses on understanding accounting information that is used by management as a planning and decision-making tool. The fit between accounting information and strategy is highlighted, with a focus on costing, cost related behaviour, and break-even analysis.

Course Title: Islamic Business Studies
Code: BUS 320
Credits: 3
Pre-requisite(s): None
Description: This course examines specific Islamic business issues as well as Islamic practices and the underlying beliefs that help to define these practices. The course emphasizes key principles of management from an Islamic point of view and includes Islamic ethics as it applies to daily business events.

Course Title: Operations Management
Code: BUS 325
Credits: 3
Pre-requisite(s): BUS 211
Description: This course provides an introduction to decisions and trade-offs associated with the production of goods and services. Topics include technology planning, control issues, manufacturing design, and management of new technology and service operations.

Course Title: Commercial Law
Code: BUS 330
Credits: 3
Pre-requisite(s): None
Description: This course provides students with a clearer understanding of how the legal world around them operates. It introduces legal reasoning and provides a basic understanding of the judicial process and how the law affects society and the business world. Students learn to recognize potential legal problems and how to avoid or resolve them.

Course Title: Cross Cultural Management
Code: INB 340
Credits: 3
Pre-requisite(s): BUS 310
Description: This course studies cross-cultural awareness and communication skills necessary to manage in multicultural organisations. Focus is placed on the relationship between cultural values and communication style as they affect inter- and intra-cultural communication between managers, personnel, and clients of multinational and multicultural organizations.

Course Title: Managing Change
Code: HUR 381
Credits: 3
Pre-requisite(s): BUS 226
Description: This course examines organisational change theory and techniques. It focusses on initiatives in organisational change and redesign in contemporary business organisations. A simulation module provides hands-on experience in the outcomes of redesign.

Course Title: Negotiation and Conflict Resolution
Code: HUR 382
Credits: 3
Pre-requisite(s): BUS 226
Description: This course provides frameworks to effectively negotiate and solve conflicts in business and interpersonal relationships.

Course Title: Internship
Code: BUS 499
Credits: 3
Pre-requisite(s): 3rd or 4th year Status
Description: This course provides students with the opportunity to apply theoretical principles learned in class to "real life" professional situations and to understand the transition from academic to professional life. The internship is approximately 120 to 180 hours in duration.

Course Title: Senior Business Project
Code: HUR 400
Credits: 3
Pre-requisite(s):4th year Status, BUS 300
Description: This course requires that a student apply core knowledge learned thus far to a real-world topic. The topic is selected by the student and is subject to faculty approval. The work uses a student's analytical and communication skills and cross-discipline expertise. Learning occurs through professor coaching and feedback and preparation and presentation of a final paper.

Course Title: Strategic Management
Code: BUS 401
Credits: 3
Pre-requisite(s): BUS 302, BUS 305
Description: This course explores managing strategy. It focusses on how to experiment, probe, and learn from experience to generate knowledge and expertise to serve company purposes.

Course Title: Labour Law and Policies
Code: HUR 420
Pre-requisite(s): BUS 226, BUS 330

Description: Labour law governs all aspects of relationships between employer and employee. In the Gulf region, as in other jurisdictions, labour law follows certain international standards as defined by the International Labour Organisation (ILO) and relevant regional labour organisations and institutions. The course focusses on the application of the laws in service contracts, children and women's rights, wages and other entitlements, working hours and vacations, end-of-service benefits, accidents and workers compensation, and dispute settlement.

Course Title: Leadership
Code: HUR 421
Credits: 3
Pre-requisite(s):BUS 225, BUS 226
Description: This course focusses on one aspect of management, leadership and modern leadership theory. Topics include assessing leadership skills, developing the ability to formulate a vision, having the courage to lead, and developing effective leadership skills.

Course Title: Organisational Design
Code: HUR 422
Credits: 3
Pre-requisite(s): BUS 226
Description: This course focusses on designing an organisation to match the firm's overall business strategy. It also covers redesigning the organisation and its processes as business strategy and market needs change.

Course Title: Compensation Management
Code: HUR 423
Credits: 3
Pre-requisite(s): BUS 226
Description: This course discusses compensation policies and practices consistent with motivational theories within a multinational corporate environment. Topics include designing job evaluation systems, evaluating salary structures and performance-based pay, and understanding legal issues concerning pay equity.

Course Title: Personnel Recruitment and Retention
Code: HUR 424
Credits: 3
Pre-requisite(s): BUS 226
Description: This course focusses on hiring and de-hiring employees to get the right match for jobs and company culture within a multinational corporate environment. It includes manpower planning, recruiting, selection, placement, orientation, layoffs, firing, and retirement.

Course Title: Training and Development
Code: HUR 425
Credits: 3

Pre-requisite(s): BUS 226
Description: A fundamental responsibility of a human resource department is staff development. This course provides a systematic view of the training and development function of HR within a multinational corporate environment. It includes the conceptualization, planning, design, implementation, and evaluation of training and career development programmes.

Course Title: Coaching and Mentoring
Code: HUR 426
Credits: 3
Pre-requisite(s): BUS 226
Description: This course offers individuals the opportunity to develop their critical thinking as well as abilities to establish rapport, develop listening skills and the ability to respond to issues raised by customers, peers and others. The course aims at enabling students to impact on their own skills as individuals, as well as in teams leading on cultural and organizational change. In addition, the course offers the students the opportunity to maximize their potential with their professional life or even achieve greater balance with their work and lives.

Course Title: Managing Teams
Code: HUR 427
Credits: 3
Pre-requisite(s): BUS 226
Description: This course presents the principles of team processes and effectiveness in organisational settings. It focusses on the theoretical development of group dynamics and team effectiveness and the practical strategies for successful management of these teams.

Course Title: Contemporary Topics in Human Resource Development
Code: HUR 428
Credits: 3
Pre-requisite(s): BUS 226
Description: This course covers modern trends and topics in the development of human capital. It uses the latest business books and research articles as a basis for discussion.

Course Title: Labour Economics
Code: HUR 448
Credits: 3
Pre-requisite(s): BUS 136
Description: Manpower is a key resource and an important factor in production of goods and services. Skilled manpower is an asset for a country while unskilled manpower creates a burden and contributes very little to GDP. This course focusses on transforming unskilled manpower into skilled manpower to create gainful employment opportunities at home and abroad. The course explores increasing labour productivity through training, need-oriented skill development,

and capital goods per person expenditures. This win-win situation rewards both employees and the employers.