

MASTER IN BUSINESS ADMINISTRATION

Major in Human Resource Management

Program Description

The Master in Business Administration major in Human Resource Management is designed for current and future leaders who desire the knowledge and skills to best leverage the human resources in an organization. Coursework prepares students to look at their organizations from a system-wide perspective and apply strategic thinking and critical analysis. Students are provided with opportunities throughout the program to apply their learning in current work environments and/or within their communities.

Program Educational Objectives

The following are the specific objectives of the program

1. To prepare the graduates for careers as directors and vice presidents of human resource departments, senior HR specialists and generalists, or as business leaders with a strategic human resource management focus;
2. To develop managers who are responsive to the needs of local and global business organizations taking into consideration new and diverse perspective affecting the environment, social and economic well-being of the people they serve;
3. To provide avenues for local and international linkages allowing professional students to become instruments of creative change in their respective business organizations and communities.

Admission Policies

A student seeking admission to the program must comply with the following:

1. hold a Bachelor's degree from an accredited college or university;
2. at least 1 year working experience in any business enterprise;
3. have to take the entrance tests of aptitude (DAT) and critical thinking (Watson Glasser);
4. have to pass the panel interview; and
5. have to submit other required documents for admission

Retention Requirements

To be retained in the program, the student must:

1. maintain a satisfactory cumulative grade point average (GPA) of 2.0 (85) or better in all subjects taken for the entire duration of the program; and
2. have not incurred a failure in any subject.

PROGRAM REQUIREMENT

Basic Courses	9 units
Major Courses	15 units
Cognates	9 units
Comprehensive Examination (written)	
Project Paper	<u>3 units</u>
	<u>36 units</u>

CURRICULUM

BASIC COURSES	(9 units)	UNITS
MBA 201	Statistical Methods	3
MBA 202	Methods of Research	3
MBA 203	Organizational Development	3
MAJOR COURSES	(15 units)	
MBA 204	Compensation Management	3
MBA 205	Economics for Decision-Making	3
MBA 206	Managing and Developing Human Resources	3
MBA 207	Labor Relations and Conflict Resolution	3
MBA 208	Group Process/Human Dynamics	3
COGNATES	(9 units)	
MBA 209	Advanced Operations Management	3
MBA 210	Management of Human Behavior in Organization	3
MBA 211	Entrepreneurship	3
MBA 212	Philippine Business Environment	3
MBA 213	Management Decision Models	3
MBA 214	Business Ethics and Corporate Social Responsibility	3
MBA 215	E-Commerce and Internet Marketing	3
MBA 216	Consumer Behavior and Marketing Research	3
MBA 217	Seminar in Project/Event Management	3
MBA 218*	Strategic Management	3
MBA 219	Managerial Psychology	3
COMPREHENSIVE EXAMINATION (WRITTEN)		
MBA 220	Project Paper	3

**Required Cognate*

STRUCTURED CURRICULUM

FIRST YEAR

1ST SEMESTER	UNITS	2ND SEMESTER	UNITS
MBA203 Organizational Development	3	MBA201 Statistical Methods	3
MBA205 Economics for Decision - Making	3	MBA202 Methods of Research	3
MBA206 Managing & Developing Human Resources	<u>3</u>	MBA204 Compensation Management	<u>3</u>
Total	9	Total	9

SECOND YEAR

1ST SEMESTER	UNITS	2ND SEMESTER	UNITS
MBA207 Labor Relations and Conflict Resolution	3	MBA218* Strategic Management	3
MBA208 Group Process/Human Dynamics	3	Cognate 2	3
MBA220 Project Paper	<u>3</u>	Cognate 3	<u>3</u>
Total	9	Total	9

**MBA 218 is a required cognate*

fundamentally intended to enable the MBA students to undergo a Lasallian education experience that not only guarantees their adeptness and dynamism in their work, but also extends to them opportunities to transform this experience into a mutually beneficial outreach engagement that advances the business practices of the community partners through mentoring and sharing of expertise. It emphasizes business forecasting, demand analysis, pricing decisions, economics of location, capital budgeting and competition and economics or production and profit management as contemporary economic approaches and tools of analyses often employed in business.

At the end of the course, the students are expected to submit a research output on a community partner.

MBA 206 3 UNITS MANAGING AND DEVELOPING HUMAN RESOURCES

This course examines strategic roles, functions, responsibilities and structure of human resource management, with emphasis on the management systems that affect human dignity and productivity.

The students are expected to show evidence of understanding of the basic concepts, principles, practices on management of people through a collaborative group action research (doable within one semester) of a human resource management need.

MBA 207 3 UNITS LABOR RELATIONS AND CONFLICT RESOLUTION

Introduces students to labor relations and collective bargaining; covers the parties (union and management), the legal framework, union structure and administration, the employer role, union organizing, collective bargaining issues, the negotiation process, and public sector labor relations.

This course also examines dispute resolution procedures in unionized and nonunion workplaces, starting with an examination of grievance procedures and the system of labor arbitration to procedures for resolving employment law disputes. Students will read labor arbitration decisions and learn how to research arbitration issues, descriptions and analyses of examples of nonunion grievance procedures, major legal cases in this area of the law and perspectives

both for and against mandatory arbitration. A key objective of the course is to enable students to both understand and think critically about different alternative dispute resolution procedures and their role in employment relations.

The course will include simulated dispute resolution exercises to provide students with experience in using techniques such as arbitration, mediation, and peer review.

MBA 208 3 UNITS GROUP PROCESS/HUMAN DYNAMICS

This course provides an understanding of group dynamics inherent in small group interaction. Using unstructured learning environments students will engage in intense group interactions to learn from one another. They will get plenty of opportunities to reflect upon their learning and communication styles and the impact they may have on others. The course will also explore various aspects of group dynamics such as Appreciative Intelligence, power, perception, motivation, leadership, and decision-making.

As in a laboratory, students will experiment with and experience the relevance of several concepts related to group dynamics. The goal is to acquire a better judgment, understanding, and competence to be better facilitators of your own and others' learning in a variety of group situations.

COGNATES

MBA 209 3 UNITS ADVANCED OPERATIONS MANAGEMENT

This course enhances the student's decision-making and strategic skills in the framework of operations management in both manufacturing of operations management in both manufacturing and service organizations, the student is expected to employ analytical tools, techniques and processes in the various critical areas (goods and services design, quality management, process and capacity design, location strategy, lay-out, supply chain management, scheduling, maintenance) of Operations Management as applications to case analysis and actual business problems in order to improve productivity, operational efficiency and effectiveness and competency.

At the end of the course, the students

are expected to understand the concepts of operations management as applied to products and processes; understand the role of operations functions, recognize the relationships between operations and other functions of business, understand the problems faced by operations managers and the processes of solving these problems and develop their management decision-making and problem-solving skills. Further, they are to submit a paper on actual decision problem encountered by an organization. The paper should include the following: background of the problem, the description of the structure of the decision including the descriptions of criteria and the alternatives, and the final results of the decision.

MBA 210 3 UNITS MANAGEMENT OF HUMAN BEHAVIOR IN AN ORGANIZATION

This course provides an understanding of organizational structure, culture and relationships and how the individual and the group work within organizations on a global peace and conflict and multicultural perspectives. It provides an insightful journey towards understanding people in the workplace. It opens doors to the various relationships one can find, build and experience within an organization and how these relationships affect people's behavior. The concepts on motivation, reward, leadership and empowerment will allow students to learn the art of dealing, handling and living with people from all walks of life. It teaches students how to work with and handle people with confidence.

At the end of the course, the students are required to integrate individual, group and organizational level concepts through case studies and write a research paper on organizational behavior.

MBA 211 3 UNITS ENTREPRENEURSHIP

This course is designed to introduce students to starting and managing their own business. It exposes the students to individual cases of entrepreneurship in the Philippines. Students learn the essential attributes of the entrepreneur and the stages one undergoes in germinating a business idea into fruition. This course provides practical insights into the differences between effective leadership and management by exploring the concepts of emotional quotient in the workplace and

determining how to identify human capital, the most important factor of business.

At the end of the course, the students are required to make a written report on the ten successful entrepreneurs of the country with emphasis on their contribution to human capital and society and develop a business plan for a new business entity.

MBA 212 3 UNITS PHILIPPINE BUSINESS ENVIRONMENT

The course deals with the framework for environmental and industry analysis that examines the sociological, cultural, psychological, technological, economic, legal, and other factors affecting business decisions in the local setting. The course also discusses some strategies of business that operate in the national and international levels and the targets set for the country by the government to perform better in doing business in the country.

At the end of the course, the students will be required to assess survival strategies of chosen firms or specific industry and present their output before the panel.

MBA 213 3 UNITS MANAGEMENT DECISION MODELS

This course will expose students to the use of mathematical tools in aid of managerial decision-making in the corporate and public sector scenario. It introduces a number of quantitative models in solving classes of managerial problems. Several quantitative techniques are reviewed, solved with Excel and other software, and practiced with problems and short cases. The tools to be used include linear programming, sensitivity analysis, inventory control models, stochastic processes, decision theory, queuing theory, simulation, decision support systems and project management techniques.

At the end of the course, the students are expected to conduct, write, present and critically review a management decision process.

MBA 214 3 UNITS BUSINESS ETHICS AND CORPORATE SOCIAL RESPONSIBILITY

This course discusses the moral issues of business activities and practices. It includes a discussion about whether any ethical values are already implied in business and market activity and how the practice of ethics in business will change

