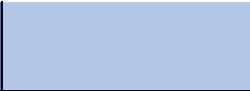


Bachelors Degree Business Administration Competencies (NACE,2022) and Learning Objectives					MSB	
Competency Goals	Current Learning Objectives	Updated Learning Objectives	Performance Target	Measures/How to Assess	Course assessed (I for introductory, D for developing, M for mastery)	Course Learning Objectives (Direct Link to BBA Undergraduate LOs)
Effective communication - Students will communicate business information in a clear and concise manner.	BG 1 Demonstrate competency in written and oral communications.	BG 1.1 Demonstrate competency in written communications.	Written Assignment Rubric	Written Assignments	MSB 720	LO9
				Discussion Board, Literature Review	MSB 731	LO4
				Written Assignments	MSB 795	LO7
		BG 1.2 Demonstrate competency in oral communications.	Oral Assignment Rubric	Training Program Presentation	MSB 731	LO6
				Oral Presentation	MSB 795	LO7
Critical Thinking/Analytical Skills - Students will analyze business situations through sound reasoning.	BG2 Demonstrate competency in quantitative and analytical skills.	N/A	70% pass		MSB 701 (FIE)	
				Research Project	MSB 721	Spring 2024
				Research Project	MSB 795	LO6
Technology - Students will demonstrate competency in existing technologies with ability to adapt to new and emerging technologies.	BG3 Demonstrate competency in current technology used in the business environment.	N/A	70% pass		MSB 703 (FIE)	
				Projects	MSB 731	LO5
				Projects	MSB 724	Spring 2024
Business Ethics and Corporate responsibility - Students will identify ethical issues and evaluate potential conflicts of interests.	BG4 Demonstrate knowledge of business ethics and corporate responsibility.	N/A	70% pass	Written Assignment	MSB 720	LO6
				Written Assignment	MSB 723	Spring 2024
				Written Assignment	MSB 731	LO11
				Written Assignment	MSB 735	LO2
				Research Project, Case Studies	MSB 796	LO1-6
Global Awareness - Students will demonstrate attitudes, knowledge, and skills necessary for navigating the challenges and opportunities of a globalized world.	BG5 Demonstrate knowledge of global and multicultural perspectives.	BG5.1 Demonstrate attitudes, knowledge, and skills necessary for navigating the challenges and opportunities of a globalized world.	70% pass	Written Assignment	MSB 720	LO2
				Written Assignment	MSB 722	Fall 2024
				Written Assignment, Case Study	MSB 734	LO2
Diversity, Equity & Inclusion - Students will be made aware of how different perspectives and viewpoints can enrich the	BG5 Demonstrate knowledge of global and multicultural perspectives.	BG5.2 Demonstrate cultural sensitivity, respect and ability to learn from and work with people of a wide range of	70% pass	Written Assignment	MSB 722	Spring 2024
				Written Assignment	MSB 730	LO2
				Written Assignment, Case Study	MSB 734	LO4
				Written Assignment, Case Study	MSB 735	LO2
Technical Knowledge of Business - Students will demonstrate technical knowledge of the following areas: marketing, HR, and management.	AG6 Demonstrate knowledge and understanding of the following areas: marketing, HR, and management.	AG6.1 Students will demonstrate proficiency in key concepts of Marketing.	70& pass	Embedded questions in the final exam	MSB 723	Fall 2024
			70& pass	Embedded questions in the final exam	MSB730	LO1
			70& pass	Embedded questions in the final exam	MSB 795	LO6
Career Development and Professionalism - Student will demonstrate self-advocacy and sensitivity to different work environments.	N/A	BG7 Demonstrate proficiency in exploring development opportunities and demonstrate effective work habits and acts in workplace.	70% pass	Research Project	MSB 730	LO5
Leadership - Students will demonstrate the ability to delegate, inspire and communicate effectively.	N/A	BG8 Demonstrate the ability to oversee processes, guide initiatives and steer their employees toward the achievement of goals.	Group presentation rubric	Group Projects	MSB 700	LO4
				Written Projects, Exams	MSB 730	LO5
				Written Projects, Exams	MSB 796	LO6
Teamwork - Students will effectively work in teams and	N/A	BG9 Demonstrate ability to work collaboratively with a	Group presentation rubric	Group Projects	MSB 700	LO2
				Group Projects	MSB 720	LO9

develop strengths of others to attain common goals.



diverse range of colleagues and develop strengths of others to attain common goals and objectives.

Group Projects

MSB 795

[LO7](#)

MSB 700: Organizational Behavior

Current Catalog Description: Study of human behavior in organizational settings; the interface between human behavior and the organization; structures and processes characteristic of organizations themselves; and ethical issues emerging in the management of human resources. [3 credits]

Learning Objectives: By the end of semester, students will be able to:

1. Explain individual behavior in organizations, including diversity, attitudes, job satisfaction, emotions, moods, personality, values, perception, decision making, and motivational theories.
2. Demonstrate understanding of group behavior in organizations, including communication, leadership, power and politics, conflict, and negotiations.
3. Describe the organizational system, including organizational structures, culture, human resources, and change.
4. Demonstrate management and leadership skills such as decision-making, problem-solving, motivating and communication.

MSB 720: Managing in a Global Environment

Current Catalog Description: Management processes and practices applicable to international business operations—examination of managerial functions, such as planning, organizing, communicating, staffing, and motivating and controlling, with respect to the global parameters of the business environment. [3 credits]

Learning Objectives: By the end of semester, students will be able to:

- (1) Explain and describe the international management processes and practices applicable to international business operations
- (2) Develop knowledge and understanding of the nature of the global environment within which multinational corporations (MNC) operate
- (3) Explain and critically evaluate the models, theories, and concepts commonly used to analyze international business
- (4) Describe types and importance of strategies used by multinational corporations and explain Strategy, competitive advantage, competencies, international and global strategies, entry, and entry modes
- (5) Be familiar with a variety of management functions and their operation in the global business environment
- (6) Be familiar with corporate strategies used for sustainable development, corporate social responsibility (CRS), and the UN's sustainable development goals (SDGs)
- (7) Explain how companies use international trade, foreign exchange markets, global capital markets to facilitate international business
- (8) Understand major opportunity and risk variables for companies doing business internationally.
- (9) Conduct international business research both independently and in groups

MSB 730: Human Resource Management

Current Catalog Description: Introduction to human resource management as a functional field of business administration. Topics include employment, placement, and human resource planning; training and development of an organization's human resources; compensation and benefits; management and labor relations; health, safety, and security; training in ethics and social responsibility; and human resource research. [3 credits]

Learning Objectives: By the end of semester, students will be able to:

1. Interlinking functions of HRM and how they relate to broader business contexts
2. Equal Employment Opportunity law's impact on HRM decisions and practices
3. Various HR roles and responsibilities relating to line management and day-to-day business activities
4. HR as a strategic contributor to organizational initiatives and effectiveness
5. HRM research, leadership and skill development

MSB 731: Employee Training & Development

Current Catalog Description: Application of learning and instructional methodologies to equip and develop employees for individual and organizational effectiveness. Topics include training needs assessment; instructional design; training plan creation and refinement; implementation; evaluation; and management of training in organizations. [3 credits]

Learning Objectives: By the end of semester, students will be able to:

1. Understand the administrative functions of planning, organizing, directing, and controlling the training function.
2. Apply learning theory to effectively design and develop training programs for adult learners.
3. Conduct appropriate needs assessment strategies to determine potential training opportunities
4. Write instructional objectives that clearly articulate training goals.
5. Select suitable instructional strategies, technology, and learning materials for delivering training.
6. Demonstrate effective presentational skills to maximize learning.
7. Select, plan, and implement a training program designed to meet learners' needs.
8. Measure and evaluate training and development.
9. Apply leadership theory and management concepts to effectively design and develop training programs for managers and professionals.
10. Select training methods for employee development programs.
11. Gain increased awareness of business and societal issues requiring training and development.

MSB 734: International Human Resource Management

Current Catalog Description: Theoretical and practical perspectives in the planning and implementation of an effective human resource program in a global business setting. [3 credits]

Learning Objectives: By the end of semester, students will be able to:

1. Demonstrate an understanding of the nature of International Human Resource Management
2. Understand the impact of increased globalization on the role of HR professionals, HR strategies and related initiatives
3. Appreciate International Human Resource Management's role in organizational competitiveness and overall well-being
4. Develop and/or hone a global mindset and increased knowledge, skills and abilities for effectively managing Human Resource initiatives in cross-cultural contexts

MSB 735: Labor Management Relations

Current Catalog Description: Examination of various aspects of labor-management relations in both

unionized and at-will employment settings, including US labor movement, contemporary labor relations labor and employment laws, collective bargaining, negotiation and dispute resolution, arbitration and contract grievances and public and private sector issues. [3 credits]

Learning Objectives: By the end of semester, students will be able to understand and apply concepts relating to:

1. US labor movement's impact on Industry from both union and management perspectives
2. Contemporary / modern issues affecting labor-management relations
3. Major laws which govern labor relations and employee rights in the workplace
4. Collective bargaining agreements and processes
5. Negotiation and dispute resolution
6. Arbitration procedures and contract grievance administration
7. Management of public and private sector issues

MSB 795: Seminar in Strategic Management

Current Catalog Description: Formulation and implementation of corporate strategy and the integration of these decisions in different functional areas. [3 credits]

Learning Objectives: By the end of semester, students will be able to:

1. Know the theories and models in strategic management that can be used to help managers identify, analyze, and solve strategic issues
2. Enhance analytic skills by applying strategic decision-making to specific management problems
3. Integrate practical perspectives to improve strategic thinking and decision-making
4. Define the critical issues facing a firm by thinking critically, creatively, and strategically.
5. Develop recommendations that build on integration and syntheses of knowledge from diverse disciplines while considering external environment (general, industry, and competitive) environment.
6. Conduct independent research project as a business analyst, gather relevant information from multiple sources, use spreadsheets and modelling to justify reasoning, and apply it to develop strategic recommendations for a global firm.
7. Improve communication skills through case analyses and group work.

MSB 796: Seminar in Ethical Issues in Management

Current Catalog Description: A multidisciplinary approach to the issues of ethical business practice, based on the examination of the role of business leadership in influencing society at large. Students will examine various experiences and participate in discussions regarding ethical dilemmas and day-to-day situations. Case studies are used to develop students' skills in situation analysis and conflict resolution. [3 credits]

Learning Objectives: By the end of semester, students will be able to understand and apply concepts relating to:

1. Ethical/moral principles, dilemmas, and challenges that arise in the workplace
2. How integrity plays a crucial role in ethical decision making
3. Theoretical and contemporary issues related to business ethics
4. The value of ethical decision making on business effectiveness

5. Impact of unethical decisions on organizational outcomes
6. Ethical leadership and research