



الجامعة الوطنية - السودان
National University - Sudan

Master of Business Administration (MBA) Human Resources





Introduction

Success in business, not like ever before, requires an innovative thinking and apt skills to comply with the imperatives and conditions of the era of knowledge, globalization and international trade. This implies an involvement of highly qualified personnel in business vis-à-vis:

- Business Administration General
- Projects Management

- Human Resource Management
- Financial Management
- Hospital Management
- Entrepreneurship
- Marketing

For this the National University offers a program in business administration (MBA) coping with community needs as due to graduate self-employment in light of the limited and rare government job opportunities. The MBA program also targets bridging the gap in university teachers, and researchers in business administration.

General objectives

- Provide training opportunities at master level in management for university staff and for seekers of professionalism.
- Familiarize the potential candidacy of the program with concepts and principles of management
- Empower the business sector in Sudan with qualified personnel in management
- Prepare the Sudanese industry for competitive globalization and international trade.

Specific objectives

The program qualifies the candidates to:

- Understand the growing capabilities of Human Resources.
- Encourage employees to introduce innovations.
- Understand evolutions in management thoughts for business decision-making.

Expected learning outcomes

Upon completion of the program, successful candidates should be able to:

- Explain the scope of HRM
- Understand and appreciate the meaning and nature of strategic HRM related to business
- Describe HR strategies informed by knowledge of labor markets and product markets locally, nationally and internationally
- Describe the dynamic nature of global competition, social, technological trends and their significance on HRM practices.

Admission requirements

Applicant must satisfy the general regulations set by the faculty of graduate studies of the National University for registration for master degrees.

Eligible candidates are:

- (a) Holders of B.Sc. (Honors) in Administrative Sciences with grade PASS minimum.
- (b) Holders of B.Sc. (General) with grade PASS minimum plus a Postgraduate Diploma in business administration.

Study program

Semester One

Code	Course	Credit hours	Contact hours	
			Lectures	Seminars
MGT 611	Human Resource Management	3(2+1)	2	2
PRO 612	Project Management	3(2+1)	2	2
MKT 613	Marketing Strategies	3(2+1)	2	2
FIN 614	Corporate Finance	3(2+1)	2	2

Semester Two

Code	Course	Credit hours	Contact hours	
			Lectures	Seminars
HRM 621	Sudanese Labour Laws and Social Security	3(2+1)	2	2
ECO 623	Managerial Economics	3(2+1)	2	2
INF 624	Management Information Systems	3(2+1)	2	2
MGT 622	Supply Chain Management	3(2+1)	2	2

Semester Three

Code	Course	Credit hours	Contact hours	
			Lectures	Seminars
HRM 631	Business Ethics and Corporate Social Responsibility	3(2+1)	2	2
HRM 632	Corporate Performance Management	3(2+1)	2	2
MGT 633	Negotiation Skills and Conflict Management	3(2+1)	2	2
MGT 634	Strategic Management	3(2+1)	2	2

Courses contents

MGT 611 Human Resource Management

- Identify the major HRM functions and processes of strategic HRM planning for each function
- Define strategic HR planning
- Recall the wide range of sources for attracting and recruiting talents.
- Recognize emerging trends, opportunities and challenges in perfor-

mance appraisal

PRO 612 Project Management

- Understand and articulate the importance of Project Management in any business project
- Define project objectives
- Develop a manageable project schedule
- Use tools and techniques to manage a project during execution

MKT 613 Marketing Strategies

- Establish the integrity and the concepts of marketing management
- Give students an overall view of marketing management process steps, such as market analysis, development strategies and the use of marketing mix.
- Drive students' attention to the most significant strategic problems of marketing management in modern business as opposed to discussing basic concepts of marketing.

FIN 614 Corporate Finance

- Introduces students to the techniques used in financial decision making in the modern corporation.
- Covers basic models of valuation of corporate capital.
- Describes how the corporation in the business environment appraises investment opportunities
- Explains the different sources of raising funds

HRM 621 Labour Laws and Social Security

- Understanding Legal Frameworks
- Managing Employment Relations
- Ensuring Compliance & Welfare
- Administering Social Security
- Resolving Disputes

ECO 623 Managerial Economics

- Enhance students' understanding of how markets operate.
- Develop capability of students in making economic predictions about market outcomes.
- Serve as a foundation for further studies in management, accounting, finance, and marketing.

INF 624 Management Information Systems

- Introduce basic concepts of information system and information technology
- Explore how technology can be used to create business value.
- Examine the potential benefits and limitations of information technology
- Increase the awareness of managerial issues raised by the use of information technology.

MGT 622 Supply Chain Management

- Introduces and studies logistics/supply chain operations.
- Gives students the opportunity to critically describe, analyze, and recommend improvements in logistics and supply chain operations.
- Enables students to analytically solve problems related to inventory management and supply chain optimization.
- Prepares students to utilize computer resources to research and analyze supply chain operations.

HRM 632 Business Ethics and Corporate Social Responsibility

- To enhance awareness and increase understanding of the nature of business ethics in the business environment.
- To examine the ethical implications of business practices from a stakeholder perspective.
- To increase awareness of the challenges of business social responsibility.
- To develop critical thinking skills via the application of concepts and theories to business cases.

HRM 633 Corporate Performance Management

- Effectively implement and manage a Performance Management Sys-

tem in support of the strategic goals of the organization.

- Gain a working knowledge of performance management systems.
- Gain an enhanced ability to communicate effectively on issues relating to performance management.
- Learn appropriate terminologies and practices regarding performance management.
- Learn effective techniques for conducting an effective performance appraisal, and ways to coach members of management.

HRM 625 Negotiation Skills and Conflict Management

- Improve their negotiation skills and accept the notion that conflicts are inevitable.
- Lead successful negotiations.
- Have better understanding of how to achieve the maximum benefits out of conflicts.
- Be acquainted with other ways for resolving conflicts, for example, using third party negotiators

MGT 634 Strategic Management

- Provide an integrative framework that will allow students to synthesize knowledge from other business courses into a comprehensive understanding of competitive advantage.
- Provide a basic understanding of the nature and dynamics of the strategy formulation and implementation in
- Encourage students to think critically and strategically.
- Develops the ability to identify strategic issues and design appropriate courses of action.

Human resources and facilities

Teaching staff:

- One professor
- Five associate professors
- Five assistant professors

Facilities:

- Four lecture rooms: 200 seats
- Two computer labs: 150 seats
- National University main library: 400 seats
- E-library: 250 seats

Duration of program: Three semesters: 15 weeks each

Teaching modules

- Lectures; Seminars and Presentations; Case studies; Group research; Assignments; Report writing, Guest speaks.
- Teaching language: English
- Examinations regulations
- Abide by the examination's rules of the general regulations of the graduate studies of the National University-Sudan.
- A student scoring less than 60% in any subject should sit for a supplementary examination.
- A student failing any supplementary examination should repeat the course.

Assessment:

Continuous assessment 30%

Final examination 70%

Grading system: A+ (≥ 90) A (80 – 89) B+ (75 – 79) B (70 – 74) C+ (65-69)
C (60-64) F (> 60)

Award of the degree

The Scientific Council of the National University, based on the of recommendation of the board of the Faculty of Graduate Studies, shall award the successful candidate

Master of Business Administration General (MBA)



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