College of Business Administration

Department of Management

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INTRODUCTION OF THE DEPARTMENT

  The Management Department is one of the oldest departments established at King Saud University, which was established at the beginning of the founding of the College of Business Administration in 1379 AH (1959 AD). During the past period, which has exceeded six decades, The Management Department is proud to have graduated thousands of students, many of whom have reached prestigious positions in various government sectors.

  The Management Department offers a Bachelor of Science in Business Administration (BSBA) program with two tracks (Management and Human Resources). It is considered the first program of its kind to obtain academic accreditation from the National Committee for Academic Accreditation and Assessment (NCAAA) in the Kingdom of Saudi Arabia (May 2013). The department also offers a Master of Science program in Human Resources Management.

  The study plan for the Bachelor of Science in Business Administration program, with its two tracks (Management and Human Resources), contains various courses related to the local and global business environment, which aim to provide students with the various necessary leadership and administrative skills, project management, supply chains, entrepreneurship, and the ability to innovation and creativity in various fields of business to guarantee them the best opportunities in the labor market and in line with the needs of the labor market and the Kingdom's Vision 2030.

DEPARTMENT VISION

    Management Department aims to be a pioneer in providing high quality education in the management discipline both regionally and internationally in line with the vision of the College of Business Administration and King Saud University.

DEPARTMENT MISSION

    The Management Department reinforces the mission of the College of Business Administration and King Saud University in its teaching, research, and community services. The mission of the Department is to prepare students, who ought to have

outstanding knowledge, skills, and competencies in Management field to meet the challenges of global business environment; to facilitate the advancement of faculty members in their efforts in teaching, research; and to build effective partnerships with businesses and academic communities towards its contribution for building the Saudi knowledge society.

DEPARTMENT GOALS

The Management Department is aspiring to achieve the following goals and objectives:

Goal 1: To offer quality-oriented academic program in Management discipline

>   **Objective 1.1:** To offer an academic program that leads to the award of Bachelor of Science in Business Administration degree in two tracks namely General Management and Human Resources Management

>   **Objective 1.2:** To offer a master's program that leads to the award of Master of Human Resource Management (MHRM) degree

Goal 2: To deliver courses contents through effective and innovative teaching methods

>   **Objective 2.1:** Encourage faculty members to prepare and deliver course materials with the use of effective and innovative methods

>   **Objective 2.2:** Encourage faculty members to incorporate and use technology in teaching and learning

Goal 3: To develop the scholarship of faculty members through active research and publication

>   **Objective 3.1:** To support faculty members to attend and participate in conferences, seminars, workshops and other development activities

Objective 3.2: To support faculty members to conduct scientific studies and research in the field of management for the advancement of this area

Objective 3.٣: To encourage faculty members to share their research outputs with the students and peers on a regular basis

Goal 4: Build Partnerships with Business Communities and professional organizations/bodies

Objective 4.1: To serve the Saudi community through the provision of professional training programs to practitioners and others

Objective 4.2: To provide consultancy/advisory services to organizations in the public and private sectors, and for profit and non-profit organizations as needed

Objective 4.3: To link students directly with the labor market by focusing on practical applications in the area of specialization; and initiate opportunities for practical training in which the managerial skills and knowledge could be applied

ADMISSIONS REQUIREMENTS

Subsequent to the proposal of the College Council and the stakeholders; and the University Council's recommendation, the University Administration sets the number of students who can be admitted into the program during the next academic year. The following conditions are required from the prospective student in order to be accepted in the university:

1. The student must hold the general secondary certificate (i.e. High School Diploma) or any equivalent from inside or outside the Kingdom of Saudi Arabia.

2. The general secondary certificate or any equivalent must not be more than 5 years old.

3. The student must have good behavior and conduct.

4. The student must successfully pass the examination or the interview held by the senate.

5. The student must be medically fit.

6. The student must obtain the approval from his employer allowing him to study if he works in the public or private sector.

7. The student must meet any conditions assigned by the senate at the time of registration.

Graduation Requirements

Firstly, the student must successfully complete the graduation requirements of the study plan. Secondly, the Cumulative Grade Point Average (CGPA) should be at least about the acceptable level. Finally, the College Council, based on the recommendation of the concerned department's Council, determines the appropriate decision to raise the requirement of CGPA and that in the event of success in the completion of required number of courses but failure to obtain the accepted level of CGPA.

OVERVIEW OF PROGRAM COURSE REQUIREMENTS

Requirements	Credit Hours
KSU General Requirements	12
Preparatory Year Program	23
CBA College Requirements	33
Compulsory Requirements from the Department and from Other Departments	42
Elective Requirements from the Department and from Other Departments	15
Free Electives	٣
CO-Op Training	6
Total Credit Hours	**134**

DETAILED COURSE REQUIREMENTS (MANAGEMENT TRACK)

Code	Course	Pre-requisite	Cr Hrs.	Sub-total
1. KSU General University Requirements				
IC 101	Culture Introduction to Islamic		2	
IC 102	of Society Construction Islam and the		2	
IC 103	Economic The Islamic		2	
IC 104	Politics Fundamentals of Islamic		2	12
ARAB 101	Language Skills		2	
ARAB 103	Expository Writing		2	
2. KSU Common Year Program				
ENT 101	Entrepreneurship		1	
ENGS 140	English Language		6	
ENGS 150	English for Academic Purposes	ENGS 140	6	
QUA 107	Introduction to Statistics in Business		3	23
CT 140	IT Skills		3	
MC 140	Communication Skills		3	
CHS 150	Fitness & Health		1	
3. CBA Core Requirements				
MGT 101	Business & Principles of Management		3	
ECON 101	Microeconomics Principles of		3	
ECON 102	Macroeconomics Principles of	ECON 101	3	
MGT 110	Managerial Skills	MGT 101	3	
MGT 214	Corporate Social Business Ethics and Responsibility	MGT 101	3	
FIN 200	Principles of Finance	ACCT 201	3	33
ACCT 201	Reporting & Principles of Accounting		3	
ACCT 202	Managerial Accounting Principles of Cost and	ACCT 201	3	
MKT 201	Principles of Marketing	ECON 101 /MGT 101	3	
QUA 207	Business Statistics	QUA 107	3	
MIS 201	Systems Management Information	MGT 101	3	
4. Compulsory from the Department and other Departments				
MGT 202	Management Human Resources	MGT 101	3	
MGT 221	Organizational Behavior	MGT 101	3	
LOW ٢٢٦	Commercial Law		3	
MGT 211	Research Methodology	QUA 107	3	
QUA 217	management science Operations research in	QUA 107	3	42
MGT 371	Operations Management	QUA 207/MGT 101	3	
MGT 411	Strategic Management	FIN 200/MKT 201/MGT 101	3	
MGT201	Managerial Leadership	MGT 101	3	

MGT 425	Development & Organizational Change	MGT 101	3	
MGT 303	Innovation Entrepreneurship and	MGT 101	3	
MGT 213	and Design Organizational Theories	MGT 101	3	
MGT 302	Management International Business	MKT 201/MGT101	3	
MGT 372	Supply Chain management	QUA 207/MGT 101	3	
MGT 427	Corporate Governance	ACCT 201 /MGT 101	3	
5. Electives From The Department				
MGT 416	Strategic human resources management	MGT 202/MGT 411	3	9
MGT 418	health management Occupational safety and		3	
MGT 301	Resources Management International Human	MGT 202	3	
MGT 251	knowledge management	MGT 101	3	
MGT 318	Quality management	MGT 101	3	
6. Electives From Other Departments				
ECON 421	Project Evaluation Feasibility Studies and	MKT 201/FIN 200 ١٠٢ /ECON	3	9
SOC 101	Sociology Introduction to		3	
QUA 307	Management Forecasting		3	
MKT 452	Marketing Services	MKT 201	3	
Psycho 480	Industrial-Organizational Psychology		3	
Psycho 379	in the professional field Psychological counseling		3	
MGT 477	**7. CO-OP Training**		6	6
---------	**8. Free Electives**		3	3
Total Credit Hours				134

DETAILED COURSE REQUIREMENTS (HRM TRACK)

Code	Course	Pre-requisite	Cr Hrs	Sub-total
1. KSU General University Requirements				
IC 101	Introduction to Islamic Culture		2	
IC 102	of Society Islam and the Construction		2	
IC 103	The Islamic Economic		2	
IC 104	Fundamentals of Islamic Politics		2	12
ARAB 101	Language Skills		2	
ARAB 103	Expository Writing		2	
2. KSU Common Year Program				
ENT 101	Entrepreneurship		1	
ENGS 140	English Language		6	
ENGS 150	English for Academic Purposes	ENGS 140	6	
QUA 107	Introduction to Statistics in Business		3	23
CT 140	IT Skills		3	
MC 140	Communication Skills		3	
CHS 150	Fitness & Health		1	
3. CBA Core Requirements				
MGT 101	Business & Principles of Management		3	
ECON 101	Principles of Microeconomics		3	
ECON 102	Principles of Macroeconomics	ECON 101	3	
·MGT 11	Managerial Skills	MGT 101	3	
MGT 214	Business Ethics and Corporate Social Responsibility	MGT 101	3	
FIN 200	Principles of Finance	ACCT 201	3	33
ACCT 201	Reporting & Principles of Accounting		3	
ACCT 202	Principles of Cost and Managerial Accounting	ACCT 201	3	
MKT 201	Principles of Marketing	ECON 101 /MGT 101	3	
QUA 207	Business Statistics	QUA 107	3	
MIS 201	Management Information Systems	MGT 101	3	
4. Compulsory from the Department and other Departments				
MGT 202	Human Resources Management	MGT 101	3	
MGT 221	Organizational Behavior	MGT 101	3	
226 LOW	Commercial Law		3	
MGT 211	Research Methodology	QUA 107	3	42
MGT 371	Operations Management	QUA 207/MGT 101	3	
MGT 411	Strategic Management	FIN 200/MKT	3	

		201/MGT 101		
MGT 201	Managerial Leadership	MGT 101	3	
MGT 425	Development & Organizational Change	MGT 101	3	
MGT 416	Strategic human resources management	MGT 202/MGT 411	3	
MGT 361	Human Resources Training and Development	MGT 202	3	
MGT 462	Performance Management	MGT 202	3	
MGT 241	Human Resources Planning and Staffing	MGT 202	3	
MGT 461	Compensation Management	MGT 202	3	
MKT 301	Consumer Behavior	MKT 201	3	
5. Electives From The Department				
MGT 427	Corporate Governance	ACCT 201 /MGT 101	3	
MGT 418	Occupational safety and health management		3	
MGT 301	International Human Resources Management	MGT 202	3	6
MGT 251	knowledge management	MGT 101	3	
MGT 302	International Business Management	MKT 201 /MGT101	3	
6. Electives From Other Departments				
ECON 421	Feasibility Studies and Project Evaluation	MKT 201/FIN 200 ١٠٢ /ECON	3	
SOC 101	Introduction to Sociology		3	
QUA 307	Management Forecasting		3	
MKT 452	Marketing Services	MKT 201	3	9
Psycho 480	Industrial-Organizational Psychology		3	
Psycho 379	field Psychological counseling in the professional		3	
MGT 477	**7. CO-OP Training**		6	6
--------	**8. Free Electives**		3	3
Total Credit Hours				**134**

Department of Management - Course Description

Code & No : MGT 101	Course : Principles of Management and Business
Credits : 3 (3+0+0)	Pre-requisite : Nil

This course aims to develop the administrative skills of students, and to provide them with basic knowledge in management and business. It focuses on teaching the functions of management (planning, organizing, directing and control), and the functions of the organization (human resources, marketing, financing and operations).

Code & No : MGT 102	Course : Human Resources Management
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course introduces the principles and basic concepts of human resources management in organizations. It highlights the role of human resources management in: dealing with human resources; the methods of preparing and retaining qualified personnel; the continued development of their skills; providing them with a suitable environment for maximum performance of duties; and identifying related obstacles and problems in order to overcome them.

Code & No : MGT 103	Course : Entrepreneurship
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course provides the students with the knowledge and skills required for the effective organization, development, structuring and management of private businesses. It includes innovative skills and training in the preparation of feasibility studies.

Code & No : MGT 121	Course : Organizational Behavior
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course deals with human behavior in organizations. It also helps them to develop analytical skills necessary for identifying, diagnosing and solving behavioral problems at the workplace. It provides for the study of behavior at the individual level in terms of perception, personality, motivation, learning, creativity, values and attitudes. It also provides the study of behavior at the collective level in terms of group dynamics, conflict, leadership and communication. In addition, it includes the study of behavior at the level of the whole organization in terms of organizational design, organizational development and organizational culture.

Code & No : MGT 210	Course : Legal Environment of Business
Credits : 3 (3+0+0)	Pre-requisite : Nil

The course treats topics related to the nature and determinants of the legal environment of business. It focuses on the legal aspects of individual and business transactions, laws of employment, securities, real and individual property, intellectual property and cyber law, environmental law and regulation, rights of debtors and creditors, and legal rules relating to marketing, advertising, product liability, and company responsibility toward the consumer.

Code & No : MGT 211	Course : Research Methodology
Credits : 3 (3+0+0)	Pre-requisite : QUA 107

This course aims to provide the students with the basic concepts and methods of scientific research used in the field of management. It also aims to develop the students' skills in conducting scientific research, including data collection and analysis within the organization. In addition to knowledge of the stages of the research process, a practicum is indispensable.

Code & No : MGT 213	Course : Organizational Theories and Organizational Design
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course explains the different approaches to the process of organizing, starting with classical theories, and ending with modern ones, as well as their implications for the structure of organizations. It also aims at developing the students' skills in designing and structuring organizations and identifying related problems.

Code & No : MGT 214	Course : Business Ethics & Social Responsibility
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course introduces the basic concepts in business ethics. The course presents the concepts and their practical implications from an Islamic perspective. It pinpoints the roles organizations can play in social development and environmental concerns.

Code & No : MGT 241	Course : Human Resources Planning and Staffing
Credits : 3 (3+0+0)	Pre-requisite : MGT 102

This course provides students with knowledge of the basic principles of strategic planning for human resources, as part of an organization's comprehensive planning. It includes such processes as job analysis, manpower planning and recruitment, selection and appointment.

Code & No : MGT 251	Course : knowledge management
Credits : 3 (3+0+0)	Pre-requisite : Nil

This course covers the following concepts: knowledge management principles - knowledge and learning, learning organizations, organizational culture and change management, information technology and knowledge management, knowledge management and procedures, strategic knowledge, assessment and planning of knowledge management and measurement of knowledge management.

Code & No : MGT 301	Course : International Human Resources Management
Credits : 3 (3+0+0)	Pre-requisite : MGT 102

This course aims to introduce the most important problems facing human resources management at the international level. It focuses on problems of international recruitment and selection, the management of cultural diversity, and the design of incentive, training and evaluation systems, as well as other related problems.

Code & No : MGT 302	Course : International Business
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course aims to introduce the most important problems facing human resources management at the international level. It focuses on problems of international recruitment and selection, the management of cultural diversity, and the design of incentive, training and evaluation systems, as well as other related problems.

Code & No : MGT 318	Course : Quality management
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

The course introduces students to the concept of quality management as one of the most important functional areas of business organizations, where the course covers many aspects related to this job: a selection quality management objective, design quality programs, the use of quantitative methods in quality.

Code & No : MGT 319	Course : Management of Small and Medium Size Businesses
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course aims to focuses on small and medium size private firms that are owner-managed and characteristically

personal.

Code & No : MGT 330	Course : Managerial Skills
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course aims to provide students with basic skills, practices and behaviors of the effective manager and apply these skills and practices through a series of projects and case studies. It also provides the student with decision-making skills, leadership, motivation, communication skills and teamwork, as well as the effective methods to get the best performance among workers.

Code & No : MGT 361	Course : Human Resource Training and Development
Credits : 3 (3+0+0)	Pre-requisite : MGT 102

This course aims to provide students with the necessary knowledge about the nature and importance of training and developing of human resources. It also provides students with the skills necessary for: identifying the training and development needs; design, management, implementation and evaluation of training programs; the study of new staff orientation, the design of careers and promotion policies.

Code & No : MGT 371	Course : Operations Management
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course aims to provide students with an understanding of the concept of operations management, as a major functional aspect of business organizations. The course includes a variety of related processes, such as defining objectives, designing and improving products / services, designing measurements and standards, production planning and control, quality control, and the application of quantitative techniques to resource allocation and profit maximization.

Code & No : MGT 372	Course : Supply Chain Management
Credits : 3 (3+0+0)	Pre-requisite : MGT 101

This course is intended to explore the management of supply chains to improve an organization's overall supply efficiency. Other concepts included are the definitions of supply chains, identification procedures, an overview of methods, processes, and systems that are used in the operation of supply chains, and the applications of methods, processes, and systems to improve supply chain performance.

Code & No : MGT 411	Course : Strategic Management
Credits : 3 (3+0+0)	Pre-requisite : MGT 101, FIN 200, MKT 201

This course focuses on teaching the basics and general principles of strategic management. It also aims to help the students to understand the processes of planning and strategic analysis of the firm, applying strategic decisions, and control, through the use of the techniques of case studies analysis.

Code & No : MGT 413	Course : Managerial Leadership
Credits : 3 (3+0+0)	Pre-requisite : MGT 121

This course aims to presents managerial leadership in terms of definition and its role in organizations. It aims to introduce the students to certain managerial leadership theories and techniques, and to demonstrate their practical implications for individuals within organizations. In addition, it aims to provide the students with the skills necessary for motivating people at the workplace, and managing group dynamics effectively and efficiently.

Code & No : MGT 416	Course : Strategic management of human resources
Credits : 3 (3+0+0)	Pre-requisite : Nil

This course aims to Introduce students to the theory and practice of strategic management of human resources in different organizations, and illustrate how to build a human resources management strategy in line with the strategy of the organization as a whole.

Code & No : MGT 418	Course : Occupational safety and health management
Credits : 3 (3+0+0)	Pre-requisite : Nil

This course aims to introduce the students to the principles and the basics of health and safety in the workplace. The course also aims to identify some of the programs that help prevent potential injuries of various human powers for both administrators and technicians.

Code & No : MGT 425	Course : Organizational Change & Development
Credits : 3 (3+0+0)	Pre-requisite : MGT 213

This course aims to introduce the students to the concept of organizational change and development in terms of its definition, techniques and evolution. It includes planned change and its effects on the processes, strategies, individuals, and culture within the organization. The course also aims to develop the students' skills of dealing with organizational changes and development.

Code & No : MGT 427	Course : Corporate Governance
Credits : 3 (3+0+0)	Pre-requisite : Nil

This course deals with the concept of corporate governance. It explains the causes underlying the problems of control and directing in organizations. It also shows the control mechanisms that permit the exercise of a certain degree of supervision and control over managers.

Code & No : MGT 461	Course : Compensation Management
Credits : 3 (3+0+0)	Pre-requisite : MGT 102

The course aims to introduce students to the principles and foundations of compensation and its role in attracting and motivating and retaining staff to achieve the objectives of the organization. The course also addresses the administrative aspects of pay and motivates staff at all organizational levels and Identify the modern methods of management compensation.

Code & No : MGT 462	Course : Performance Management
Credits : 3 (3+0+0)	Pre-requisite : MGT 102

The course aims to introduce students to the fundamentals and strategies of performance evaluation from a strategic perspective. It also aims to introduce students to the techniques and mechanisms of evaluating the performance of employees in order to identify the capacities and capabilities that they own, which helps in achieving organizational goals, and enhance efficiency and productivity at the organization.

Code & No : MGT 477	Course : Co-Op Training
Credits : 3 (3+0+0)	Pre-requisite : Completions of all the 100 , 200 and 300 level courses

This course aims to provide the students with an opportunity to gain practical experience in management within real organizations.

Department Chairman

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