



**Bachelor of Business Management
General Degree Program
(External Degree)**

**Department of Human Resource Management
Faculty of Commerce and Management Studies
University of Kelaniya**

2024

1. Introduction

Department of Human Resource Management (HRM) is one of the leading departments attached to the Faculty of Commerce and Management Studies (FCMS) of the University of Kelaniya, Sri Lanka. It strives to produce quality graduates, and the department regularly initiates novel ideas and position its service portfolio lucratively in each academic as well as professional dealing. The department had been offering the Bachelor of Business Management (BBMgt) since 1999. The department had been conducting this degree programme successfully for many years, and it has earned continuous popularity and recognition from its inception to date. This degree programme is offered by the department to provide an opportunity for the students who have got through the G.C.E. Advanced Level examination but has been unable to enter into state universities due to the prevailing resource limitations in the state university system in Sri Lanka. Furthermore, the department offers a Masters in Human Resource Management and a Diploma and a Higher Diploma in Human Resource Management by expanding its service portfolio to the learner community of the country and thereby provide immense learning opportunities.

With the emerging requirements in the higher education sector, the department identified that the curriculum of the Bachelor of Business Management (BBMgt) programme need to be revised and aligned according to the requirements of the industry including local and foreign public and private sector organizations. As such, the department revised and modified the curriculum offered to the students to enhance the quality of the educational experience. The rationale/main objectives for the revision of this curriculum in 2020 are further elaborated next.

2. Rationale for the Revision

The requirement for the revision of the existing curriculum is based on several reasons. First, the existing curriculum is revised to improve the relevance and quality of the program based on the comments given by the Programme Review Committee. Second, the department also conducted a Stakeholder Survey in the year 2019 to obtain insights and comments to improve the quality of the total product/service portfolio of the department including the existing curriculum for this degree programme. It revealed several improvements to be done and thereby created the need for revising the curriculum of the BBMgt. Therefore, the focus of this revision is to upgrade the existing curriculum aligning with the requirements of the business context and to upgrade the course contents comparatively to the quality of the internal degree programme offered by the department.

Third, there are several diplomas/higher diplomas offered by different departments of the faculty aligning with SLQF Levels 3 and 4. By identifying the requirements of those programmes, this curriculum revision ensures the path for those higher diploma holders towards obtaining a Bachelor's from the University of Kelaniya complying with the SLQF guidelines.

3. Graduate Attribute Profile

A graduate passing out with the Bachelor of Business Management is able to:

1. apply fundamental concepts and principles of management to solve business problems.
2. provide solutions for business management issues while introducing appropriate policies, procedures, programmes and code of conducts.
3. be flexible and adaptable to various environmental circumstances in performing managerial roles in different types of organizations.
4. apply effective communication tools and techniques in professional and business contexts.
5. focus on continuous personal and professional development while being a responsible citizen who is ethical and professional in action.
6. demonstrate relevant managerial competencies required in employment.

4. Programme Learning Outcomes (PLOs)

1. Apply sound theoretical and practical knowledge in general management and other related disciplines for the organizational success.
2. Apply Information and Communication Technology (ICT) skills to evaluate business problems and make effective managerial decisions.
3. Demonstrate ethical and other business standards in solving business problems with a creative and innovative manner.
4. Apply communication skills effectively in managing organizations.
5. Demonstrate flexibility and adaptability in work to be updated with organizational and environmental changes.
6. Recognize the need to have a vision for life and achieve career success through further training and development and independent and life-long learning.
7. Demonstrate the ability to work as an effective team member/team leader while maintaining productive relationships with different stakeholders.

5. Mapping of Graduate Profile Attributes with Programme Learning Outcomes (PLOs)

Graduate Attribute Profile	Programme Learning Outcomes (PLOs)
<p>1. Apply fundamental concepts and principles of management to solve business problems.</p>	<p>1. Apply sound theoretical and practical knowledge in general management and other related disciplines for the organizational success.</p> <p>2. Apply Information and Communication Technology (ICT) skills to evaluate business problems and make effective managerial decisions.</p>
<p>2. Provide solutions for business management issues while introducing appropriate policies, procedures, programmes and code of conducts.</p>	<p>1. Apply sound theoretical and practical knowledge in general management and other related disciplines for the organizational success.</p> <p>3. Demonstrate ethical and other business standards in solving business problems with a creative and innovative manner.</p>
<p>3. Be flexible and adaptable to various environmental circumstances in performing managerial roles in different types of organizations.</p>	<p>3. Demonstrate ethical and other business standards in solving business problems with a creative and innovative manner.</p> <p>5. Demonstrate flexibility and adaptability in work to be updated with organizational and environmental changes.</p>
<p>4. Apply effective communication tools and techniques in professional and business contexts.</p>	<p>2. Apply Information and Communication Technology (ICT) skills to evaluate business problems and make effective managerial decisions.</p> <p>4. Apply communication skills effectively in managing organizations.</p>

5. Focus on continuous personal and professional development while being a responsible citizen who is ethical and professional in action	3. Demonstrate ethical and other business standards in solving business problems with a creative and innovative manner. 6. Recognize the need to have a vision for life and achieve career success through further training and development and independent and life-long learning.
6. Demonstrate relevant managerial competencies required in employment	7. Demonstrate the ability to work as an effective team member/team leader while maintaining productive relationships with different stakeholders.

6. Mapping of Program Learning Outcomes (PLOs) with SLQF Learning Outcomes

1. Subject/Theoretical Knowledge	2. Practical Knowledge and Application	3. Communication	4. Teamwork and Leadership	5. Creativity and Problem Solving	6. Managerial and Entrepreneurship	7. Information Usage and Management	8. Networking and Social Skills	9. Adaptability and Flexibility	10. Attitudes, Values, and Professionalism	11. Vision for Life	12. Updating Self / Lifelong Learning
1		4	7	3	6	2	7	5	3		6

7. The Course Structure

The degree is organised into three academic years, namely Level 1, Level 2, and Level 3. The total programme consists course units of 90 credits, based on 30 credits per year.

Course Unit

A course unit is a subject in the curriculum, and each course unit has a credit value. There are two types of course units, namely, (a) Core and (b) Optional.

- (a) Core course units: Subjects that provide the essential knowledge and skills required to perform relevant jobs in the management field and are mandatory to pass to fulfil the degree awarding requirements.

- (b) Optional course units: The optional course units are intended to provide the students with additional or further knowledge in the areas of their interests.

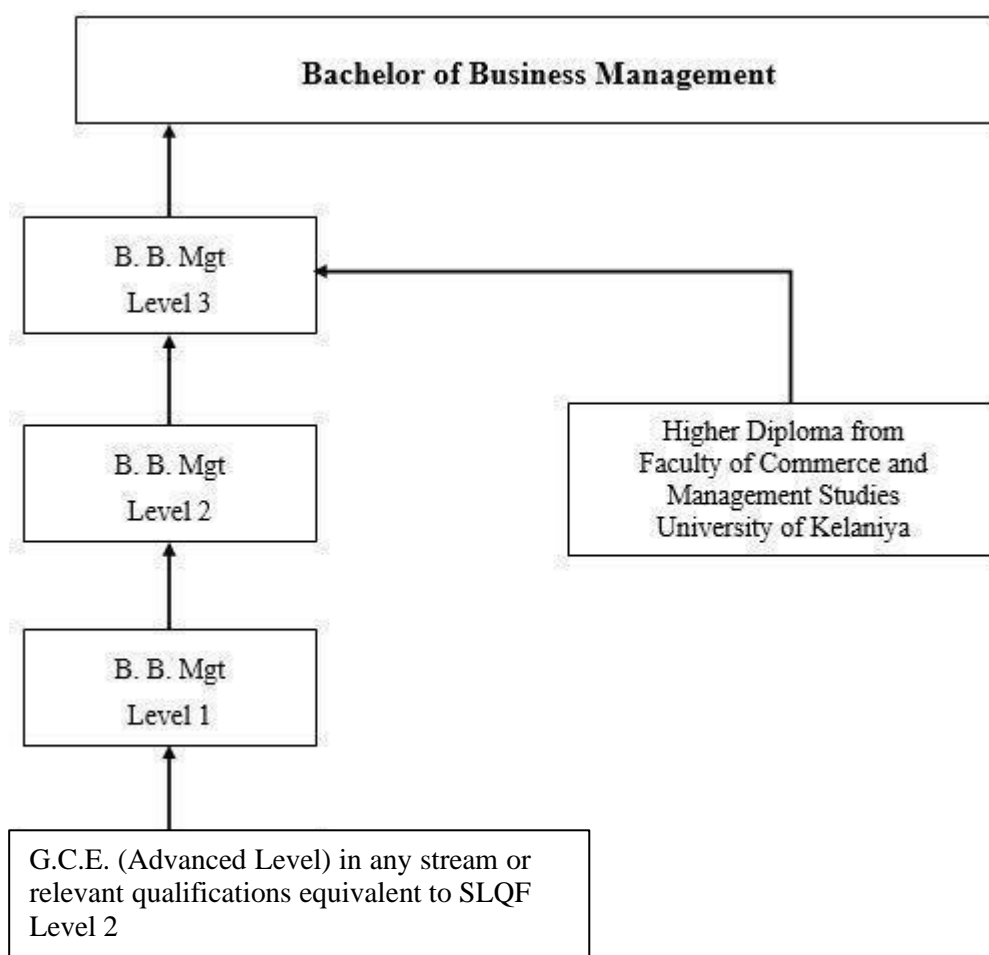
Credit

A credit is a time-based quantitative measure used in determining the volume of learning and in calculating the grade point average earned by the student.

Medium

The degree is conducted in both Sinhala and English medium.

8. Conceptual Design/Structure for the Programme



9. Entry Requirements

- Direct entry – Qualifications considered equivalent to SLQF Level 02 and approved by the University Grants Commission (UGC) of Sri Lanka for the university entrance.

10. Evaluation

10.1 Evaluation of a Course Unit

- A course unit is evaluated by the final examination and/or continuous assignments.
- The examinations of all course units will be held at the end of the academic year.

10.2 Grading System

Marks obtained in respect of a course unit will be graded according to the twelve (12) grading category system as follows:

Range of Marks	Grade	Grade Point Value
85 - 100	A+	4.00
70 - 84	A	4.00
65 - 69	A-	3.70
60 - 64	B+	3.30
55 - 59	B	3.00
50 - 54	B-	2.70
45 - 49	C+	2.30
40 - 44	C	2.00
35 - 39	C-	1.70
30 - 34	D+	1.30
25 - 29	D	1.00
00 - 24	E	0.00

Students should complete all course units of the degree for the award of the qualification. In the case of failure to produce valid reasons for not completing a particular course unit a grade of 'E' will be given.

10.3 Grade Point Average (GPA)

GPA is the credit-weighted arithmetic mean of the Grade Point Values. That is, the GPA is determined by dividing the total credit-weighted grade point value by the total number of credits.

GPA shall be computed to the second decimal place.

For an example, a student who has completed six course units with grades A, C, B+, D, E, A+ would have the GPA,

$$\begin{aligned} &= \frac{5 \times 4.0 + 5 \times 2.0 + 5 \times 3.30 + 5 \times 1.0 + 5 \times 0.0 + 5 \times 4.0}{5 + 5 + 5 + 5 + 5 + 5} \\ &= \frac{20.0 + 10.0 + 16.5 + 5.0 + 0.0 + 20.0}{30} \\ &= \frac{71.5}{3} \\ &= 2.38333 \\ &= 2.38 \end{aligned}$$

All course units that a student has registered for shall be taken into account (except BMGT18075 - Business Communication) in calculating the GPA for the award of the degree.

10.4 Criteria for the Award of Bachelor of Business Management

10.4.1 For Direct Entrants

- **Ordinary Pass**

A candidate shall be awarded the Bachelor of Business Management if he/she has satisfied the following requirements,

- i. Obtained, in respect of the course units taken into consideration in the computation of the GPA, grades of 'C' or better in course units aggregating to at least 75 credits and grades of 'D', D+ or C- in course units aggregating not more than 05 credits for each level,
- ii. Obtained a minimum GPA of 2.0,
- iii. Obtained a grade C or better in the course unit titled Business Communication (BMGT18075), and
- iv. After registering with CDCE (Center for Distance and Continuing Education) University of Kelaniya, complete the relevant degree awarding requirements within five (05) academic years.

- **Award of Class**

- a) ***First Class***

A candidate shall be awarded a First Class provided that he/she has,

- i. Obtained in respect of the course units taken into consideration in the computation of the GPA, grades of 'A' or better in course units aggregating to at least 45 credits and grades of 'C' or better in the remaining course units,
- ii. Obtained a minimum GPA of 3.7,
- iii. Obtained a grade 'C' or better in the course unit titled Business Communication (BMGT18075), and
- iv. After registering with CDCE, complete the relevant degree awarding requirements within three (03) academic years.

- b) ***Second Class (Upper Division)***

A candidate shall be awarded a Second Class (Upper Division) provided that he/she has

- i. Obtained in respect of the course units taken into consideration in the computation of GPA, grades of 'C' or better in course units aggregating to at least 80 credits with grades of 'B' or better in course units aggregating to at least 45 credits and grades of 'D',

'D+' or 'C-' in the remaining courses aggregating to not more than 05 credits from each level,

- ii. Obtained a minimum GPA of 3.3,
- iii. Obtained grades of 'C' or better in the course unit titled Business Communication (BMGT18075), and
- iv. After registering with CDCE, complete the relevant degree awarding requirements within three (03) academic years.

c) Second Class (Lower Division)

A candidate shall be awarded Second Class (Lower Division) provided that he/she has,

- i. Obtained in respect of the course units taken into consideration in the computation of GPA, grades of 'C' or better in course units aggregating to at least 75 credits with a grade of 'B' or better in course units aggregating to at least 45 credits and grades of 'D', 'D+' or 'C-' in the remaining course units aggregating to not more than 05 credits from each level,
- ii. Obtained a minimum GPA of 3.0,
- iii. Obtained grades of 'C' or better in the course unit titled Business Communication (BMGT18075), and
- iv. After registering with CDCE, complete the relevant degree awarding requirements within three (03) academic years.

10.5 Repeat Examination

A student who obtains either a 'C-', 'D+', 'D', or an 'E' in a particular course unit may re-sit the examination for that particular course unit to improve the grade. However, the best grade obtainable in this instance is a 'C'.

In the event a student obtains a lower grade while attempting to obtain a better grade, he/she will be entitled to the previous best grade. Continuous assessment marks for a repeat student will not be carried forward; instead, the student will be evaluated solely based on the marks obtained at the year-end examination.

10.6 Medical Grounds

Students who do not sit for the final examination on valid medical reasons will be allowed to carry forward their continuous assessment marks for the next sitting. If he/she has not earned marks for continuous assessments previously, he/she will be entitled only for the marks allocated for the final examination. Students who are sitting the examination on medical grounds will be considered as his/her first attempt.

10.7 The Proposed Course Structure for the BBMgt

It is proposed to revise the existing syllabus of the BBMgt by changing the credit values of subjects, introducing new subjects, and revising the content within existing subjects, and introducing optional subjects for the final year.

Course Code	Title of the Course Unit	Number of Credits
Level - 1		
BMGT18015	Principles of Management	05
BMGT18025	Financial Accounting	05
BMGT18035	Business Law	05
BMGT18045	Business Mathematics	05
BMGT18055	Information Technology	05
BMGT18065	Business Economics	05
BMGT18075	Business Communication	05
Level - 2		
BMGT28015	Marketing Management	05
BMGT28025	Human Resource Management	05
BMGT28035	Management Accounting	05
BMGT28045	Business Statistics	05
BMGT28055	Management Information Systems	05
BMGT28065	Organizational Studies	05
Level -3		
BMGT38015	Strategic Management	05
BMGT38025	Innovation and Entrepreneurship	05
BMGT38035	Operations Management	05
BMGT38045	Managing Organizational Behavior	05
BMGT38055	Quality for Business Excellence	05
BMGT38065	Financial Management	05

BMGT18075 is a core subject and not considered for the GPA calculation

Course : Principles of Management
Course code : BMGT18015
Credit value : 05
Status : Compulsory
Level : 01

Overall learning outcomes: At the end of the course unit, students should be able to;

- describe the nature of management and managers.
- explain classical, behavioural, quantitative and system perspectives of management.
- explain the nature and components of organizational environment.
- discuss four basic functions of management.
- conduct preliminary analysis of practical management problems.

Main topics and weight:

No.	Topic	Weight
1	Introduction to management	05%
2	Organizational environment	05%
3	Analyzing organizational environment	05%
4	Planning	20%
5	Organizing - designing organizational structure	07%
6	Organizing - managing human resource	08%
7	Organizing - creating and managing groups and teams	05%
8	Directing- understanding and managing individual behaviour	05%
9	Directing - being an effective leader	05%
10	Directing - motivating employees	05%
11	Directing - managing communication	05%
12	Controlling	20%
13	Contemporary issues in management	05%
		100%

Course : Financial Accounting
Course code : BMGT18025
Credit value 05
Status : Compulsory
Level 01

Overall learning outcomes: At the end of the course unit, students should be able to;

- explain principles of accounting and accounting standards.
- explain concepts and techniques of business accounting.
- use financial information in preparing financial statements.
- use business accounting information for managerial decision making.

Main topics and weight:

No.	Topic	Weight
1	Nature and scope of financial accounting	05%
2	Accounting principles; accounting concepts, accounting methods and policies	10%
3	Accounting standards	10%
4	Manufacturing accounting	10%
5	Financial statements of sole proprietorships	15%
6	Accounting for partnerships	20%
7	Accounts for limited companies	20%
8	Accounting ratios	10%
		100%

Course : Business Law
Course code : BMGT18035
Credit value 05
Status : Compulsory
Level 01

Overall learning outcomes: At the end of the course unit, students should be able to;

- identify the fundamentals of law.
- describe the laws related to business activities and regulating employment.
- use relevant rules and regulations in resolving practical issues in business context.

Main topics and weight:

No.	Topic	Weight
1	Introduction to law	10%
2	Law of contract	15%
3	Law relating to the sale of goods	10%
4	Law of Agency	05%
5	Law relating to negotiable instruments	05%
6	Partnership law	05%
7	Company law	10%
8	Contract of employment	10%
9	Acts related to regulating terms and conditions of employment	15%
10	Acts related to regulating industrial relations	15%
		100%

Course : Business Mathematics
Course code : BMGT18045
Credit value 05
Status : Compulsory
Level 01

Overall learning outcomes: At the end of the course unit, students should be able to;

- identify the various mathematical methods required in managerial decision making.
- describe management issues using mathematical techniques.
- apply business mathematics rules and theories to real business issues and problems.
- solve problems in business using appropriate mathematical techniques.

Main topics and weight:

No.	Topic	Weight
1	Number system	05%
2	Algebra	10%
3	Equations	10%
4	Set theory	05%
5	Permutations, combinations, and binomial theorem	10%
6	Progressions	10%
7	Mathematics of finance	10%
8	Functions	10%
9	Modeling using linear and quadratic functions	10%
10	Calculus	10%
11	Matrix algebra	10%
		100%

Course : Information Technology
Course code : BMGT18055
Credit value : 05
Status : Compulsory
Level : 01

Overall learning outcomes: At the end of the course unit, students should be able to;

- analyze the computer environment.
- determine required office applications and use them in practical scenarios.
- discuss the software, hardware, networking and internet requirements for business.
- differentiate between manual and automated processes in information technology.
- explain the viability of introducing different Information Communication Technology (ICT) solutions.

Main topics and weight:

No.	Topic	Weight
1	Introduction to computer and hardware systems	10%
2	Computer software and software types	10%
3	Personal computer and office applications	10%
4	Input and output devices	05%
5	Computer storage and storage devices	05%
6	Data communication and computer networks	10%
7	Internet and email	10%
8	Databases and database systems	10%
9	Computer security and ethics	10%
10	Information systems and their applications in business	10%
11	Recent developments in computer technology and future trends	10%
		100%

Course : Business Economics
Course code : BMGT18065
Credit value : 05
Status : Compulsory
Level : 01

Overall learning outcomes: At the end of the course unit, students should be able to;

- define the basic concepts and analytical tools of business economics.
- describe the rationale for economic decisions made by individuals, firms, and the society.
- explain the aggregate behaviour of macroeconomic policies and practices.
- identify the implications of macroeconomic problems in the context of organisations.
- apply micro and macroeconomic knowledge to deal with identified micro and macroeconomic problems faced in managerial decision making.

Main topics and weight:

No.	Topic	Weight
1	Introduction to business economics	05%
2	Demand and supply	05%
3	Elasticity concepts and its applications	05%
4	Individual consumer behaviour and utility maximization	10%
5	Indifference curve analysis	05%
6	Business firms and production decisions	05%
7	Cost of production	05%
8	Introduction to market structures	10%
9	Introduction to macroeconomics	05%
10	National income equilibrium	05%
11	Goods and money markets (IS-LM model)	10%
12	Aggregate demand and aggregate supply model	10%
13	Fiscal and monetary policies	10%
14	Inflation and unemployment	05%
15	International trade	05%
		100%

Course : Business Communication
Course code : BMGT18075
Credit value 05
Status : Compulsory
Level 01

Overall learning outcomes: At the end of the course unit, students should be able to;

- explain business communication and its key elements.
- design business correspondence documents according to generally accepted formats.
- identify nonverbal signals in interpersonal communication.
- demonstrate effective listening skills.
- demonstrate basic skills in preparing individual and group oral presentations.
- use communication technology effectively in business communications.
- conduct team meetings and small group discussions in an efficient and effective manner.

Main topics and weights:

No.	Topic	Weight
1	Introduction to business communication	10%
2	Business correspondence	25%
3	Listening and non-verbal communication	20%
4	Presentation skills	15%
5	Selecting and using communication technologies	10%
6	One to one communication	10%
7	Meetings, conferences, and small group communication	10%
		100%

Course : Marketing Management
Course code : BMGT28015
Credit value 05
Status : Compulsory
Level 02

Overall learning outcomes: At the end of the course unit, students should be able to;

- describe key marketing concepts, theories and techniques for analysing a variety of marketing situations.
- explain the dynamic nature of the environment within which marketing decisions are taken, and their implications for marketing strategy determination and implementation.
- demonstrate knowledge and understanding of the marketing theory and practice as a business function and as a business philosophy locally and internationally.

Main topics and weight:

No.	Topic	Weight
1	Introduction to marketing management	05%
2	Creating customer value and engagement	05%
3	Developing marketing strategies and plans	10%
4	Marketing environment	05%
5	Marketing research	05%
6	Consumer markets and buying behavior	05%
7	Market segmentation, targeting and positioning	10%
8	Building customer value – product, services and brands	05%
9	Developing new products and managing product life cycle	05%
10	Competitive dynamics	05%
11	Pricing and pricing strategies	05%
12	Distribution (marketing channels, retailing and wholesaling)	05%
13	Promotion (advertising, public relations, sales promotion, personal selling, direct, online, social media, events and mobile marketing)	15%
14	Designing and managing services	05%
15	Introducing new market offerings	05%
16	Managing holistic marketing program	05%
		100%

Course : Human Resource Management
Course code : BMGT28025
Credit value 05
Status : Compulsory
Level 02

Overall learning outcomes: At the end of the course unit, students should be able to;

- identify key concepts in Human Resource Management (HRM).
- describe various HRM perspectives, the evolution of HRM and the different levels of analysis of HRM.
- examine the contemporary trends and challenges in HRM.
- discuss main HR administration processes, HR maintenance processes and HR development.

Main topics and weight:

No.	Topic	Weight
1	Introduction to HRM	10%
2	Evolution of HRM	15%
3	Trends and challenges in HRM	15%
4	HR administration processes	20%
5	HR maintenance processes	20%
6	HR development	20%
		100%

Course : Management Accounting
Course code : BMGT28035
Credit value 05
Status : Compulsory
Level 02

Overall learning outcomes: At the end of the course unit, students should be able to;

- explain the nature and purpose of management accounting.
- apply cost accounting techniques for decision making.
- prepare budgets for planning and controlling.
- analyse the variance to understand how actual costs vary from standard costs.
- calculate organizational performance.

Main topics and weight:

No.	Topic	Weight
1	Introduction to management accounting	05%
2	Working capital management	10%
3	Inventory management	10%
4	Ratio analysis	05%
5	Investment appraisal	10%
6	Measurement of cost behaviour	10%
7	Accounting for overhead costs	10%
8	Cost behavior and cost-volume	10%
9	Standard costing and variance analysis	15%
10	Budget and budgetary control	15%
		100%

Course : Business Statistics
Course code : BMGT28045
Credit value 05
Status : Compulsory
Level 02

Overall learning outcomes: At the end of the course unit, students should be able to;

- identify the various statistical techniques available for analysing data.
- explain different methods of collecting, organizing, analysing and presenting business data to make valid and reasonable decisions in the business field.
- describe how to make business decisions under risk and uncertain situations.
- apply descriptive and inferential statistical techniques to real business issues and problems.
- solve business related problems with the use of statistical techniques.

Main topics and weight:

No.	Topic	Weight
1	Introduction to statistics	10%
2	Data collection	2.5 %
3	Classification and tabulation of data	2.5 %
4	Measure of central tendency and measure of locations	05%
5	Measures of dispersion, skewness and kurtosis	05%
6	Basic probability	2.5 %
7	Conditional probability	
8	Random variable and probability distribution	2.5 %
9	Probability distribution: binomial distribution	2.5 %
10	Probability distribution: poisson distribution	2.5 %
11	Probability distribution: normal distribution	10 %
12	Sampling and sampling distributions	10%
13	Point and interval estimation	05%
14	Hypothesis testing	10%

15	Nonparametric test	05%
16	Regression and correlation analysis	05%
17	Simple linear regression	05%
18	Multiple regression	05%
19	Time series analysis	10%
		100%

Course : Management Information Systems

Course code : BMGT28055

Credit value 05

Status : Compulsory

Level 02

Overall learning outcomes: At the end of the course unit, students should be able to;

- discuss the importance of Information Systems (IS) for today's business and management.
- explain how a manager can use IS to create a competitive advantage in the turbulent business environment.
- analyse ways to optimize the firm's returns on IS investments.
- recognize the right tools related to IS in the right places for improved performance of organizations.

Main topics and weight:

No.	Topic	Weight
1	Information systems in business today	10%
2	Global e-business and collaboration	10%
3	Information systems, organizations, and strategy	10%
4	Ethical and social issues in information systems	10%
5	It infrastructure and emerging technologies	10%
6	Databases and business intelligence	10%
7	Achieving operational excellence with enterprise applications	10%
8	E-commerce, digital markets, and digital goods	10%
9	Enhancing decision making	10%
10	Building information systems and its impact on the organization	10%
		100%

Course : Organizational Studies
Course code : BMGT28065
Credit value 05
Status : Compulsory
Year 02

Overall learning outcomes: At the end of the course unit, students should be able to;

- define the theories, concepts and design options.
- identify the various groups and structures of the organizations.
- analyse organizations in different perspectives.
- illustrate needed adjustments for organizational elements for better outcomes.
- discuss how to apply knowledge necessary for achieving organizational effectiveness.

Main topics and weight:

No.	Topic	Weight
1	Nature and scope of organization theory	20%
2	Perspectives of organizations	10%
3	Organization designs	20%
4	Fundamentals of organizational structures	20%
5	The external environment of organizations	10%
6	Organizational technology	10%
7	Contemporary trends in organizational design	10%
		100%

Course : Strategic Management
Course code : BMGT38015
Credit value 05
Status : Compulsory
Level 03

Overall learning outcomes: At the end of this course unit, students should be able to:

- identify the components of crafting strategies within highly competitive and turbulent environment.
- explain the strategic management process.
- analyse environmental forces and appropriate course of actions.
- formulate strategies for exploiting business opportunities.
- apply acquired knowledge in developing corporate business plan.
- demonstrate the ability to think critically in relation to a particular problem, situation or strategic decision through real-world scenarios.

Main topics and weight:

No.	Topic	Weight
1	Introduction to strategic management	10%
2	Types of strategies	10%
3	Strategic management process	15%
4	Corporate level strategies	15%
5	Business level strategies	15%
6	Functional level strategies	15%
7	Strategy implementation	10%
8	Strategy evaluation and control	10%
		100%

Course : Innovation and Entrepreneurship
Course code : BMGT38025
Credit value : 05
Status : Compulsory
Level : 03

Overall learning outcomes: At the end of the course unit, students should be able to;

- identify the needs and opportunities for valuable innovations and new ventures.
- illustrate theories of business innovation and entrepreneurship, the evolution of industries and economies, and the roles of entrepreneurs.
- describe how entrepreneurs perceive opportunity, manage risk, organise resources, and add value.
- explain concepts underlying the domain of entrepreneurship and innovation.
- discuss the attitudes, values, characteristics, behaviour, and processes associated with possessing an entrepreneurial mind-set and engaging in successful appropriate entrepreneurial behaviour.
- develop a comprehensive and well-structured business plan for a new venture.
- develop a plan for implementing entrepreneurial activities in a globalised and competitive environment is responsible for the social, ethical, and cultural issues.

Main topics and weight:

No	Topic	Weight
1	Introduction to entrepreneurship	05%
2	Entrepreneurial environment and entrepreneurial culture	05%
3	Innovation and entrepreneurship	05%
4	Economics and management of innovation	10%
5	Project identification	05%
6	Project formulation, feasibility study and project report	05%
7	Project appraisal	10%
8	Developing a business plan	10%
9	Buying an existing business	05%
10	Starting a new business	05%

11	Franchises and buyouts	05%
12	Growth of enterprises	05%
13	Financing business	10%
14	Protecting the business	05%
15	Family-owned business (fobs)	05%
16	Women in entrepreneurship	05%
		100%

Course : Operations Management

Course code : BMGT38035

Credit value 05

Status : Compulsory

Level 03

Overall learning outcomes: At the end of the course unit, students should be able to;

- identify the concepts and functions of operations management.
- describe the relationships among people, process, technology, productivity and quality and how those contributes to the competitiveness of organizations.
- examine the situations in a production system environment that suggests the use of certain quantitative methods.
- discuss the practical problems relating to the real-world scenarios.

Main topics and weight:

No.	Topic	Weight
1	Introduction	10%
2	Operations planning	10%
3	Designing and developing products and production processes	10%
4	Capacity planning	10%
5	Facility location	10%
6	Facility layout	10%
7	Operations decisions: planning production to meet demand	20%
8	Operations for productivity, quality and reliability	20%
		100%

Course : Managing Organizational Behavior
Course code : BMGT38045
Credit value 05
Status : Compulsory
Level 03

Overall learning outcomes: At the end of the course unit, students should be able to;

- define the nature and the scope of the organizational behaviour.
- explain the levels of behavior in organizations.
- identify the factors affecting to behavior at various levels.
- apply the knowledge on organization behavior to solve the problems related to human behaviour.
- discuss the methods for predicting and controlling of human behavior in organization.

Main topics and weight:

No.	Topic	Weight
1	Introduction to organizational behavior	10%
2	Personality and emotions:	05%
3	Perception	05%
4	Learning	10%
5	Values and attitudes	05%
6	Motivation	10%
7	Stress	05%
8	Group dynamics and teams	05%
9	Group conflicts and negotiation	10%
10	Leadership	05%
11	Power and politics	10%
12	Organizational culture	10%
13	Organizational change and development	10%
		100%

Course : Quality for Business Excellence
Course code : BMGT38055
Credit value 05
Status : Compulsory
Level 03

Overall learning outcomes: At the end of the course unit, students should be able to;

- describe the importance of the quality and quality for business excellence.
- describe the principles of quality management.
- apply how quality management principles can be applied within quality management systems.
- examine strategies to implement a Total Quality Management (TQM) based organization by addressing the key aspects of TQM.
- apply Lean Six Sigma Methodology for the success of the organization.

Main topics and weight:

No	Topic	Weight
1	The total quality approach to quality management: achieving organizational excellence	10%
2	Key principles of Total Quality Management (TQM)	15%
3	Quality and global competitiveness	10%
4	Basic Lean Six Sigma (LSS) concepts	05%
5	Process improvement and Lean Six Sigma	05%
6	Waste identification	10%
7	Lean concepts, tools, and methods	5%
8	Three faces of change	10%
9	On Integrating LSS and DMAIC (Define, Measure, Analyse, Improve and Control) with DMADV (Define, Measure, Analyse, Design and Verify)	10%
10	Lean Six Sigma (LSS) advanced non-statistical Tools (I)	10%
11	Lean Six Sigma (LSS) advanced non-statistical Tools (II)	10%
		100%

Course : Financial Management
Course code : BMGT38065
Credit value 05
Status : Compulsory
Level 03

Overall learning outcomes: At the end of the course unit, students should be able to:

- identify the role of finance function and its importance.
- exhibit essential knowledge pertaining to the field of financial management.
- apply the financial management concepts in managerial decision making.
- analyse the financial information for managerial decision making.

Main topics and weight:

No.	Topic	Weight
1	Introduction to financial management	05%
2	Time value of money	10%
3	Sources of finance	05%
4	Financial statement analysis	10%
5	Cost of capital	15%
6	Capital budgeting	15%
7	Risk and return	10%
8	Working capital management	05%
9	Budgeting	05%
10	Stock valuation	05%
11	Financial leverage and capital structure policy	10%
12	Dividends and payout policy	05%
		100%