



Masters of Business Administration

Leveling Courses

Leveling courses do not count toward graduation and are open only to MBA candidates to help satisfy admission requirements.

BUS 484 Foundations of Economics and Finance (3)

A study of basic economic principles and concepts of quantitative tools. It includes topics of the American economy, supply and demand, market structures and resource markets, the banking system, monetary policy, fiscal policy, and international trade. Also, includes an introduction to the basic concepts of financial management to include financial analysis, forecasting, risk and return, asset pricing, capital budgeting, capital structure, and dividend policy. This is a leveling course, which does not count toward graduation and is open only to MBA candidates.

BUS 485 Foundations of Accounting (2)

An introduction to the basic concepts of financial accounting to include the accounting cycle, preparation and use of financial statements, receivables and payables, deferrals and accruals, accounting systems, and cash flows. This is a leveling course, which does not count toward graduation and is open only to MBA candidates.

BUS 489 Quantitative Methods (2)

The basic concepts of quantitative tools and their application to business are emphasized. Descriptive statistics including measures of central tendency and dispersion are covered. Basic mathematical models are introduced as needed for business decision making. This is a leveling course, which does not count toward graduation and is open only to MBA candidates.

Required Courses

BUS 501 Management Thought and Application (3)

This course assists students in developing essential management skills for a global business world. The course focuses on a study of management strategies and techniques and their application in the development of an ethical approach to improve managerial effectiveness. The students' critical thinking and analytical skills will be honed. Cases and business simulations will be used to develop a knowledge base for use in the remaining courses of the program.

BUS 505 Strategic Human Resource Management (3)

Students will develop an understanding of how human resource decisions contribute to business performance. Specific learning objectives include: creating alignment between human resource strategies and business strategies in a cost-effective manner; designing work systems and roles that allow employees to contribute to organization performance; identifying, selecting, and developing people having the competencies that allow them to contribute to organization performance; using compensation and other HR systems that provide rewards and incentives to attract and retain employees and to encourage them to contribute to organization performance; understanding how an employment relationship is like a contract and how the nature of this contract is evolving and taking different forms; and making human resource decisions that are legal and ethical.

BUS 510 Quantitative Analysis (3)

Students will utilize and apply graphic and quantitative tools for decision analysis. Modeling and graphics applications will include spreadsheet layout and design, formulas, functions, and charts of various types. Topics will include probability distributions, decision trees, expected value of information, time series forecasting, analysis of variance, and multiple linear regression. Emphasis is on effective articulation and presentation of reasoning and conclusions with an ethical perspective.

BUS 515 Financial Management (3)

Tools are provided to make a complete financial analysis of investment and financing decisions. Using analytical techniques, financial information is developed through problems and cases that challenge students to do in-depth financial analysis and develop informed, ethical decisions. Advanced corporate finance topics will be addressed as relevant to current events of the time.

BUS 520 Organizational Behavior (3)

Students examine the process through which managers learn to apply concepts from the behavioral sciences to observe, understand, and influence behavior in the workplace. There is a systematic investigation of the behavior of people as individuals, as members of groups, and as member of organizations. Students will examine perspectives from business administration, psychology and sociology that are important in the comprehension of individual motivation, interpersonal relationships, organizational effectiveness, and leadership. Application of techniques for individual and organizational growth is discussed with a strong emphasis on professional ethics.

BUS 525 Managerial Accounting (3)

The use of accounting information for planning, control and decision-making are examined along with how all information of the organization is used. The student's analytical ability is developed through problems and cases that stress preparation, usefulness, and limitations of financial data while keeping an ethical focus on the potential use or misuse of the outcomes.

BUS 530 Leadership and Ethics (3)

This course reviews and builds upon the basic knowledge of leadership concepts, theories, and models provided in BUS 602 (Management) and BUS 620 (Organizational Behavior). Students understanding of leadership will be expanded to include a practical application of concepts and theories with an emphasis on leading with integrity. Students will analyze their own values and ethics through interactive discussions and case analyses, and develop an integrative approach from a Christian leadership perspective.

BUS 540 Managerial Economics (3)

A conceptual framework for solving economic business problems at the individual business level is developed. Emphasis will be on the fundamental application of microeconomic skills to contemporary business decisions, which include production, cost, demand, pricing, and profits. Economic relationships will be inferred by applying estimation techniques to actual data. Monetary and fiscal policies affecting a firm will also be analyzed as capstone topics for the course.

BUS 550 Operations and Management (3)

Students will examine model-based systems used by management to plan, organize, implement, and continuously improve production and service operations. Quality and process re-engineering tools will be examined and utilized by students in a project format. Operating systems which emphasize quality, efficiency and effectiveness will be examined.

BUS 555 Marketing Management (3)

This course is designed to equip the students with the concepts and principles necessary to make market oriented business decisions and to enable students to plan, design and critique marketing promotional materials and campaigns within the framework of an ethical perspective.

BUS 560 Global Business (3)

The course is multi-disciplinary and highly integrative and is a lead-in to the capstone course on strategy. Weighing the pros and cons of global strategy entails a total enterprise perspective and a talent for judging how all of the relevant factors combine. The overriding objective is to sharpen the student's ability to think globally and to diagnose situations from more than a domestic environment. Students will be expected to apply concepts and tools from their previous courses with an ethical orientation.

BUS 590 Strategic Management (3)

A capstone course, strategic management provides students with the knowledge to develop a holistic and ethical approach to business decision-making by integrating all business areas in decision making. The course focuses on a business simulation where students compete in the decision making process using all

functional areas of an organization and with business cases designed to promote holistic thinking about business problems from a faith-based perspective