

MBA in HRM for Asia Region



AKAMAI UNIVERSITY Hawaii, United States of America

MBA IN HUMAN RESOURCE MANAGEMENT

The Akamai MBA in HRM Program has been carefully designed to be convenient, relevant and to build upon the student's past work experience and current professional pursuits. It provides a choice of learning approaches to suit the student and his employer.

Rather than interrupting a student's career, this MBA in HRM Program is designed to enhance it by providing greater knowledge and understanding, new skills and qualifications, fully engaged with their current professional pursuits. Students are guided in conducting employment related scholarly research for the purpose of improving business systems and strategies. This is a highly cost effective way to gain new insights and skills, the latest information and competencies, and valuable qualifications.

ENTRY REQUIREMENTS

- Bachelor Degree or equivalent professional qualification with two years of working experience,
- In lieu of the Bachelor's degree, applicants will be considered with a recognized Business Diploma (Associate Degree) and a minimum of five years of working experience. Such applicants will be required to submit appropriate letters of recommendation verifying they have the necessary capability and motivation to successfully complete the program within the allotted time span. Applicants accepted in the absence of the Bachelor's degree will be required by the University to add missing elements to the minimum program, as a condition for admission.
- English ability equivalent TOEFL 500 points.

GRADUATION REQUIREMENTS

Minimum Duration: 12 months

The minimum program requirement for a MBA-HRM Degree is 40 credits beyond the Bachelor degree, including the comprehensive review, and thesis project activities. Further, the participant **MUST** complete that modules that reflect the major concentration in Human Resource Management. Students are required to attend all of the tutorial seminars and successfully completed all the coursework assignments with cumulative grade point average of 3.0 or better, as outlined below:

Core Modules (Required: 24 credits)

Select any six modules:

MBA 519: Business Research (4 credits)

MBA 535: Financial Management (4 credits)

MBA 536: Marketing Management (4 credits)

MBA 534: Organizational Behavior (4 credits)

MBA 548: Strategic Planning & Implementation (4 credits)

MBA 584: Creating a Sustainable World Class Organization (4 credits)

Specialization Modules In HRM (Required: 12 credits)

Select any three modules:

MBA 577: Human Capital Assessment & Development (4 credits)

MBA 579: Talent Management and Succession Planning (4 credits)

MBA 583: Strategic Human Resource Management (4 credits)

MBA 592: Performance Management (4 credits)

Independent Guided Studies (Required: 4 credits)

MBA 585: Management Report on Field Study (2 credits)

MBA 591: Professional Portfolio Project (2 credits)

MBA IN HRM TUITION FEES

The MBA in HRM tuition fee is US\$6,900 on full payment upon registration; and it is US\$7,300 if paid by two installments. Students who opt for the two-payment plan must make their second payment of the balance in full before attending the 2nd residential studies in Penang, Malaysia.

PENANG RESIDENTIAL FEES

Core Modules – Residential Fees

For the Core Modules participants required to attend two residential studies in Penang, Malaysia. Each residential session consist of 6 days of studies and 1 day of field studies. The fee for each residential is USD690 for twin-sharing accommodation and USD860 for single occupancy accommodation.

Specialization Modules – Residential Fees

For the Specialization Modules participants required to attend one residential study in Penang, Malaysia. Each residential session consist of 6 days of studies and 1 day of field studies. The fee for each residential is USD690 for twin-sharing accommodation and USD860 for single occupancy accommodation.

CLASS DESCRIPTIONS

MBA 519: Business Research (4 credits)

Through seminar participation and guided independent study, participants shall acquire an understanding of relevant skills necessary to successfully undertake a meaningful professional

research investigation. Topics emphasize the importance of scholarly background reviews, formulating and articulating the research question, and relating the research question to available methodologies. Participants will examine the expectations of high quality business research in the field of human resource management with focus upon qualitative inductive research methodologies, and qualitative and quantitative methods of data production and analysis.

MBA 534: Organizational Behavior (4 credits)

Participants examine the importance of management and organizational behavior to the overall success of the business firm. Topics include study of individual behavior and motivation, group behavior, organizational politics, organizational design and effectiveness, organizational process, leadership, communication and decision making.

MBA 535: Financial Management (4 credits)

Participants are provided a financial management overview including accounting, cash management, ratio analysis, cost accounting, pricing ratio, planning and budgeting, and investment appraisal. The course module will also explore international business and financial management issues.

MBA 536: Marketing Management (4 credits)

Topics include studies in marketing and the marketing environment including marketing segmentation, product, distribution and price issues, buyer behavior and market information, marketing communications, and international marketing issues and strategic market planning. Participants explore industrial production and services marketing.

MBA 546: Project Management (4 credits)

This module provides a survey of the essentials of project management. Topics explore strategic context of projects, project planning, controls, information systems, EVMS and termination. Participants also examine organizational design, organizing for project management, project authority and maturity; interpersonal dynamics, project leadership, communications and working with project teams; cultural considerations and continuous improvement, and a study of alternative teams and considerations for the future.

MBA 548: Strategic Planning & Implementation (4 credits)

This course examines the strategic management process. Participants receive instruction in effectively establishing company direction, completing industry analyses, evaluation of company resources and competitive capabilities, strategic competitive advantages and strategic implementation. Topics also examine business models and strategies in the Internet era, building resource strengths and organizational capabilities.

MBA 550: Logistics & Supply Chain Management (4 credits)

This course covers the major elements of logistics management including gaining competitive advantages through logistics and supply chain, the customer service dimension of logistics, measuring logistics costs and performance, benchmarking the supply chain, the challenge and trend towards globalization in the supply chain, logistics pipeline management and strategic lead-time management, just-in-time and 'quick response' logistics, developing the logistics

organization, managing the supply chain as a network and managing the supply chain of the future.

MBA 571: Customer Relationship Management (4 credits)

Topics include studies on how managing customer relationships can drive profit, generate higher margins, and increase customer loyalty; the IDIC framework (Identify-Differentiate-Interact-Customize) designed to help a company build valuable customer relationships and to help students learn the fundamentals of increasing customer value; pioneering theories and principles of individualized customer relationships; and an overview of relationship theory.

MBA 583: Strategic Human Resource Management (4 credits)

The course provides an overview of basic principles of selection and recruitment, as well as the current trends in that area. It will emphasize the value and the strategic implications of good selection for an organization and it will explain concepts and selection tools, such as job analysis and psychometric testing, interviews, CVs, references etc. The course focuses on the organizational reward system and specifically on issues of fair compensation and benefits as well as on how they can be aligned with the overall strategic goals of the corporation. The main components of a compensation system such as job descriptions, analysis and evaluation, pay structures and salary surveys will be explained and an overview of incentive plans e.g., merit pay, gain sharing, profit sharing, stock options, ESOP will also be provided.

MBA 585: Management Report on Field Study (2 credits)

Participants prepare an effective management report summarizing the observations and experience during the guided industrial visit, emphasizing what they have learned and describing how to apply what they have learned for the benefit of their career and their employer. Students clarify both the favorable and unfavorable conclusions and inferences from their field study observations, and present statements regarding how the new learning can be effectively applied within the student's own career environment.

MBA 591: Professional Portfolio Project (2 credits)

Participants assess the relevant elements of their background and training and prepare a major presentation of their professional portfolio and CV under the mentorship of management faculty. Participants gather supporting documentation and present a formal portfolio presentation for review and commentary by faculty. The objective of this portfolio activity is to require the participant to reframe thinking regarding background and training to view transformational elements in professional achievements and advancements over the life of the management career. The chief outcome of the project is the presentation of a case study in essential elements of effective management with the participant's own background as the case study under investigation.

CONTACT

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