

SAMPLE CEMBA COURSES CLOs LINKED TO UCC MISSION STATEMENT AND CEMBA PLOs

UNIVERSITY OF THE COMMONWEALTH CARIBBEAN (UCC) MISSION STATEMENT

The University of the Commonwealth Caribbean is committed to preparing students to become exceptional business and community leaders, innovators and scholars in a caring and intellectually stimulating academic environment. All community members are valued, respected and challenged to embrace excellence, integrity and social responsibility.

UCC MISSION LINKED TO COMMONWEALTH EXECUTIVE MASTER'S IN BUSINESS ADMINISTRATION (CEMBA) PROGRAMME LEARNING OUTCOMES

UCC MISSION	The University of the Commonwealth Caribbean is committed to preparing students to become exceptional business and community leaders, innovators and scholars in a caring and intellectually stimulating academic environment.	All community members are valued, respected and challenged to embrace excellence, integrity and social responsibility.	The University of the Commonwealth Caribbean is committed to preparing students to become exceptional business and community leaders, innovators and scholars in a caring and intellectually stimulating academic environment.	All community members are valued, respected and challenged to embrace excellence, integrity and social responsibility.	The University of the Commonwealth Caribbean is committed to preparing students to become exceptional business and community leaders, innovators and scholars in a caring and intellectually stimulating academic environment.	All community members are valued, respected and challenged to embrace excellence, integrity and social responsibility.	All community members are valued, respected and challenged to embrace excellence, integrity and social responsibility.
CEMBA Programme	COMMONWEALTH EXECUTIVE MASTER'S IN BUSINESS ADMINISTRATION (CEMBA) PROGRAMME LEARNING OUTCOMES LINKED TO SAMPLE CEMBA COURSE LEARNING OUTCOMES						
Specific Programme Learning Outcomes	Exhibit systematic understanding of business and management principles, combined with critical awareness of issues in business management theory and practice.	Identify and assess the ethical, legal, and regulatory elements in business and managerial decision-making.	Apply business ideas and strategies to managerial decision-making within a local or global setting.	Demonstrate highly developed skills, allowing for supervision of individuals and team work.	Enhance, as a leader or a member, the leadership and collaborative ability of individuals in teams and organisations.	Communicate business concepts and analytics effectively within business contexts.	Apply ethical values and reasoning to business situations and decision-making.
Jamaican Qualifications Framework Level 7 MBA	Knowledge and Understanding	Knowledge and Understanding	Application and Practice	Autonomy and Responsibility/Leadership in teams & organisations	Autonomy and Responsibility/Leadership in teams & organisations	Life Skills/Values	Life Skills/Values
REQUIRED COURSES							
Business Ethics	<ul style="list-style-type: none"> Discuss the 	<ul style="list-style-type: none"> Understand the 	<ul style="list-style-type: none"> Understand the 	<ul style="list-style-type: none"> Assess the 	<ul style="list-style-type: none"> Evaluate the 	<ul style="list-style-type: none"> Discuss the 	<ul style="list-style-type: none"> Assess the

<p>ETH600</p> <p>Upon successful completion of this course, learners will be able to:</p>	<p>advantages and disadvantages of practising ethical behaviour in operating a business</p> <ul style="list-style-type: none"> Acquire a vocabulary of terms that will prove useful in aiding the students to understand and relate in the business arena 	<p>importance of ethics in the world of finance, and ethical theories and approaches</p> <ul style="list-style-type: none"> Understand the legal and ethical frameworks and their importance to operating a successful business venture 	<p>importance of business ethics as a management decision-making tool</p> <ul style="list-style-type: none"> Evaluate ethical strategies to enhance corporate social responsibility, corporate governance, and international business 	<p>implications of discriminations, affirmative actions, women and family issues and unjust dismissal</p>	<p>justification of whistle-blowing, trade secret, conflict of interest and privacy</p>	<p>difference between morality and prudence</p>	<p>implications of discriminations, affirmative actions, women and family issues and unjust dismissal</p> <ul style="list-style-type: none"> Evaluate the justification of whistle-blowing, trade secret, conflict of interest and privacy Evaluate ethical strategies to enhance corporate social responsibility, corporate governance, and international business
<p>Research Methods for Management Decision Making</p> <p>RSH660</p> <p>Upon successful completion of this course, learners will be able to:</p>	<ul style="list-style-type: none"> Demonstrate that they know the difference between quantitative and qualitative approaches to research studies 		<ul style="list-style-type: none"> Apply basic concepts, definitions, assumptions and principles associated with research Demonstrate an understanding of the different research designs and methods used in research 	<ul style="list-style-type: none"> Utilise library resources and services as tools of research Conduct a major research study, with the guidance of a research supervisor. 	<ul style="list-style-type: none"> Conduct a major research study, with the guidance of a research supervisor. 	<ul style="list-style-type: none"> Demonstrate an understanding of the different research designs and methods used in research Conduct a major research study, with the guidance of a research supervisor. 	<ul style="list-style-type: none"> Develop a research plan/proposal to investigate a research problem Conduct a major research study, with the guidance of a research supervisor.
<p>CORE COURSES</p>							
<p>Managing Human Resources</p> <p>HRM609</p>	<ul style="list-style-type: none"> Demonstrate an understanding of the principles and practices of Strategic Human 	<ul style="list-style-type: none"> Demonstrate an understanding of the principles and practices of Strategic Human 	<ul style="list-style-type: none"> Simulate employee testing and selection activities; Demonstrate an 	<ul style="list-style-type: none"> Simulate employee testing and selection activities; Demonstrate an 	<ul style="list-style-type: none"> Simulate employee testing and selection activities; Demonstrate an 	<ul style="list-style-type: none"> Simulate employee testing and selection activities; Demonstrate an 	<ul style="list-style-type: none"> Design Corporate Succession and Career Development Plans;

<p>Upon successful completion of this course, learners will be able to:</p>	<p>Resource Management</p> <ul style="list-style-type: none"> Assess and demonstrate a clear understanding of the strategic Human Resource Planning Model Analyse the most generally used approaches to recruitment; 	<p>Resource Management</p> <ul style="list-style-type: none"> Assess and demonstrate a clear understanding of the strategic Human Resource Planning Model Analyse the most generally used approaches to recruitment; 	<p>understanding of job analysis, job evaluation and job design;</p> <ul style="list-style-type: none"> Examine and critique the design of performance management programmes and practices; Demonstrate an understanding of Employee Relations issues with specific reference to the Jamaican system and the performance related pay process (PRP); Demonstrate an understanding of Strategic Training design and implementation; Demonstrate an understanding of Compensation Management objectives, policies and techniques; Explore International Human Resource Management 	<p>understanding of job analysis, job evaluation and job design;</p> <ul style="list-style-type: none"> Examine and critique the design of performance management programmes and practices; Demonstrate an understanding of Employee Relations issues with specific reference to the Jamaican system and the performance related pay process (PRP); Demonstrate an understanding of Strategic Training design and implementation; Demonstrate an understanding of Compensation Management objectives, policies and techniques; Design Corporate Succession and Career Development Plans; 	<p>understanding of job analysis, job evaluation and job design;</p> <ul style="list-style-type: none"> Examine and critique the design of performance management programmes and practices; Demonstrate an understanding of Employee Relations issues with specific reference to the Jamaican system and the performance related pay process (PRP); Demonstrate an understanding of Strategic Training design and implementation; Demonstrate an understanding of Compensation Management objectives, policies and techniques; Design Corporate Succession and 	<p>understanding of job analysis, job evaluation and job design;</p> <ul style="list-style-type: none"> Examine and critique the design of performance management programmes and practices; Demonstrate an understanding of Employee Relations issues with specific reference to the Jamaican system and the performance related pay process (PRP); Demonstrate an understanding of Strategic Training design and implementation; Demonstrate an understanding of Compensation Management objectives, policies and techniques; Design Corporate Succession and 	<ul style="list-style-type: none"> Manage the progressive disciplinary process in accordance with the grievance machinery; Demonstrate an understanding of the Labour relations and the labour contract and management process;
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			<p>policies and procedures and their implications</p> <ul style="list-style-type: none"> Identify globalised trends in the human resource profession 	<ul style="list-style-type: none"> Manage the progressive disciplinary process in accordance with the grievance machinery; Demonstrate an understanding of the Labour relations and the labour contract and management process; 	<p>Career Development Plans;</p> <ul style="list-style-type: none"> Manage the progressive disciplinary process in accordance with the grievance machinery; Demonstrate an understanding of the Labour relations and the labour contract and management process; 	<p>Career Development Plans;</p> <ul style="list-style-type: none"> Manage the progressive disciplinary process in accordance with the grievance machinery; Demonstrate an understanding of the Labour relations and the labour contract and management process; 	
<p>Quantitative Techniques</p> <p>MTH604</p> <p>Upon successful completion of this course, learners will be able to:</p>	<ul style="list-style-type: none"> Explain the advantages and disadvantages of quantitative techniques for effective managerial decision-making 		<ul style="list-style-type: none"> Evaluate information analysis through central tendency and variance analysis, basic probability and sampling distribution concepts. Compare and contrast forecasting methods and applications for short term and long term decision-making 	<ul style="list-style-type: none"> Assess quantitative techniques used in network applications, game theory and time motion and work studies Recommend appropriate quantitative tools for specific organisational challenges. 	<ul style="list-style-type: none"> Assess quantitative techniques used in network applications, game theory and time motion and work studies Recommend appropriate quantitative tools for specific organisational challenges. 	<ul style="list-style-type: none"> Evaluate information analysis through central tendency and variance analysis, basic probability and sampling distribution concepts. Compare and contrast forecasting methods and applications for short term and long term decision- 	

			<ul style="list-style-type: none"> Recommend appropriate quantitative tools for specific organisational challenges. 			<p>making</p> <ul style="list-style-type: none"> Recommend appropriate quantitative tools for specific organisational challenges. 	
<p>Financial Accounting and Management</p> <p>FINM610</p> <p>Upon successful completion of this course, learners will be able to:</p>	<ul style="list-style-type: none"> Appreciate the role of financial accounting in business in providing credible information to the relevant stakeholders. Understand the importance of providing timely reporting of the results of business operations to the relevant stakeholders. Develop knowledge of financial accounting principles, theories and concepts to be better equipped to make managerial decisions. 	<ul style="list-style-type: none"> Appreciate the role of financial accounting in business in providing credible information to the relevant stakeholders. Understand the importance of providing timely reporting of the results of business operations to the relevant stakeholders. Develop knowledge of financial accounting principles, theories and concepts to be better equipped to make managerial decisions. 	<ul style="list-style-type: none"> Apply financial accounting principles and concepts to business and personal situations. 	<ul style="list-style-type: none"> Apply financial accounting principles and concepts to business and personal situations. 		<ul style="list-style-type: none"> Analyse financial records to ensure that they meet up to generally accepted international accounting standards 	<ul style="list-style-type: none"> Analyse financial records to ensure that they meet up to generally accepted international accounting standards
<p>Strategic Management</p> <p>MGT620</p> <p>Upon successful completion of this</p>	<ul style="list-style-type: none"> Develop a sound understanding of the strategic management process and the various analytical frameworks and 	<ul style="list-style-type: none"> Develop a sound understanding of the strategic management process and the various analytical frameworks and 	<ul style="list-style-type: none"> Critically assess an organisation's internal situation, resources and capabilities to identify its strengths and 	<ul style="list-style-type: none"> Critically assess an organisation's internal situation, resources and capabilities to identify its strengths and 	<ul style="list-style-type: none"> Critically assess an organisation's internal situation, resources and capabilities to identify its strengths and 	<ul style="list-style-type: none"> Engage in critical analysis of the global business environment, taking into account legal, political, social 	<ul style="list-style-type: none"> Demonstrate an understanding of the importance of managing in an ethically sound manner, and

<p>course, learners will be able to:</p>	<p>strategy formulation tools that can aid managers in strategy design, formulation, implementation and evaluation so as to build and sustain competitive organisations.</p>	<p>strategy formulation tools that can aid managers in strategy design, formulation, implementation and evaluation so as to build and sustain competitive organisations.</p>	<p>weaknesses and critical management issues and identify the opportunities and threats facing the organisation through an analysis of relevant external factors while assessing the attractiveness of the business through the analysis of industry trends and competitive developments.</p> <ul style="list-style-type: none"> • Engage in critical analysis of the global business environment, taking into account legal, political, social and cultural factors that are relevant to building and sustaining high performing organisations. • Apply learned competences, working effectively as a team member, to develop and convincingly present a strategic plan, which utilises competitive and corporate situational analysis of a specific 	<p>weaknesses and critical management issues and identify the opportunities and threats facing the organisation through an analysis of relevant external factors while assessing the attractiveness of the business through the analysis of industry trends and competitive developments.</p> <ul style="list-style-type: none"> • Engage in critical analysis of the global business environment, taking into account legal, political, social and cultural factors that are relevant to building and sustaining high performing organisations. • Apply learned competences, working effectively as a team member, to develop and convincingly present a strategic plan, which utilises competitive and corporate situational analysis of a specific 	<p>weaknesses and critical management issues and identify the opportunities and threats facing the organisation through an analysis of relevant external factors while assessing the attractiveness of the business through the analysis of industry trends and competitive developments.</p> <ul style="list-style-type: none"> • Apply learned competences, working effectively as a team member, to develop and convincingly present a strategic plan, which utilises competitive and corporate situational analysis of a specific business case study scenario, quantitative tools, matrices, and models to propose solutions for the firm's sustainable competitive advantage. 	<p>and cultural factors that are relevant to building and sustaining high performing organisations.</p> <ul style="list-style-type: none"> • Apply learned competences, working effectively as a team member, to develop and convincingly present a strategic plan, which utilises competitive and corporate situational analysis of a specific business case study scenario, quantitative tools, matrices, and models to propose solutions for the firm's sustainable competitive advantage. 	<p>implement strategic corporate social responsibility actions that add value to the firm and the community that it serves.</p>
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			business case study scenario, quantitative tools, matrices, and models to propose solutions for the firm's sustainable competitive advantage.	business case study scenario, quantitative tools, matrices, and models to propose solutions for the firm's sustainable competitive advantage.			
SPECIALIST COMPULSORY COURSE							
Marketing Management MKT602 Upon successful completion of this course, learners will be able to:	<ul style="list-style-type: none"> • Demonstrate a critical understanding of the theories and concepts of strategic marketing management so as to evaluate organisational issues related to making strategic and tactical marketing decisions. 	<ul style="list-style-type: none"> • Demonstrate a critical understanding of the theories and concepts of strategic marketing management so as to evaluate organisational issues related to making strategic and tactical marketing decisions. 	<ul style="list-style-type: none"> • Apply the theories and key elements of marketing strategy and practice to develop and implement marketing management strategies, which are relevant to effecting growth strategies for organisations. • Integrate the functional areas within an organization in the development, implementation and management of marketing strategies to sustain and build firm competitiveness 	<ul style="list-style-type: none"> • Apply the theories and key elements of marketing strategy and practice to develop and implement marketing management strategies, which are relevant to effecting growth strategies for organisations. • Integrate the functional areas within an organization in the development, implementation and management of marketing strategies to sustain and build firm competitiveness 	<ul style="list-style-type: none"> • Demonstrate effective strategic and marketing analytic skills to manage, plan and execute marketing strategy efficiently, effectively and ethically, in the face of changing global and local market realities and pressures. • Integrate the functional areas within an organization in the development, implementation and management of marketing strategies to sustain and build firm competitiveness 	<ul style="list-style-type: none"> • Demonstrate effective strategic and marketing analytic skills to manage, plan and execute marketing strategy efficiently, effectively and ethically, in the face of changing global and local market realities and pressures. • Integrate the functional areas within an organization in the development, implementation and management of marketing strategies to sustain and build firm competitiveness 	<ul style="list-style-type: none"> • Demonstrate effective strategic and marketing analytic skills to manage, plan and execute marketing strategy efficiently, effectively and ethically, in the face of changing global and local market realities and pressures.