

PROGRAMME AIMS AND LEARNING OUTCOMES

The programme aims to:

- Expose student to the latest thinking in organisational design, and development and management of strategic capabilities in different industrial and country contexts.
- Equip students with the knowledge, skills and attitude to undertake interdisciplinary research (both theoretical and practice oriented) of business organisations operating in different industrial and country contexts.
- Provide students with the skills to apply advanced research skills for a variety of management issues related to the development and management of strategic capabilities.
- Provide optional modules that enable students to develop specific skills for their anticipated career plans.
- Enhance the student's skills in working with senior managers and real business issues as internal or external consultant through the supervised client-facing project.

Intended Learning Outcomes of the Programme

By the end of the programme, students will have:

- An increased understanding of the macro-economic and political environment in which global business takes place.
- An understanding of the different legal and regulatory frameworks within which global business takes place, and the backgrounds of these frameworks.
- Gained knowledge about the strengths and weaknesses of alternative organisational forms.
- Learned about the decision, information and incentive structures of complex organisations.
- Improved their ability to recognise, structure and analyse particular business problems.
- Learned how to manage the difficulties of carrying out research within organisations.
- Successfully performed a piece of organisationally-located research.

A. Knowledge & Understanding

Students should be able to:

- Understand the essentials of theory and practice to analyse business structures and their interactions with strategic capabilities in different industrial and country contexts.
- To understand the institutional contexts and dominant business practices in which firms exist, and how they influence the effectiveness and efficiency of firm development.

- To understand how capabilities and resources are grouped, controlled, co-ordinated, and how these affect the narratives in which management provides a rationale for their strategic actions.
- To understand the methodological problems involved in business research enquiry.
- To understand how the activities and processes are interlinked in a systematic way, and how it could be analysed and presented to a managerial audience.

B. Intellectual Skills

Students should be able to:

- To be able to apply, and critically evaluate complex theoretical frameworks
- To be able to use complementary approaches in problem solving and decision making, including situations when judgement is required.
- To demonstrate mature analytical skills by being able to synthesise diverse, factual and probabilistic data, and produce a cogent analysis of business issues from this.
- To be a reflective professional by being able to learn from practice by critically evaluating ideas used in the given context.

C. Practical Skills

Students should be able to:

- evaluate management and practical skills in business analysis and presentation; skills of project design and management
- acquire the skills to design, develop and manage the execution of a social research project, small scale action research, an extended study on a topic of their choice
- develop the qualities and skills necessary for employment and/or further study: conducting self-assessments, identifying own strengths and weaknesses and areas for professional and personal development, action planning and reviewing, learning to receive and act on feedback from others, willingness to learn and continue learning in a personal and professional context

D. Transferable Skills and Personal Qualities

Students should be able to:

- Giving a structured presentation using visual aids that sustain the confidence and attention of the audience
- Communicate ideas and opinions with confidence and contribute to discussions appropriately both in writing and orally
- Work as a team member in various roles
- Manage a project within time, budget and to specifications
- Develop skills of Self-awareness, openness, sensitivity to diversity of people, cultures, and management issues
- Develop Skills in interpretation of qualitative, but also quantitative data, ability to work with case studies

- Develop research skills in business and management issues.

STUDENT INDUCTION, SUPPORT AND DEVELOPMENT

(in order to deliver the intended learning outcomes, including dissertation support and guidance)

The curriculum has been designed to achieve the intended learning outcomes. The programme offers a balanced mix of knowledge-based learning (through the taught modules), taught skills and practical skills, both in analysis, implementation and application of conceptual frameworks required to conduct research within international organizations. The teaching and learning methods will encourage the use of theoretical frameworks by providing a sound knowledge of relevant theoretical perspectives' approach to business analysis in an organizational context.

The first stage of the programme has been designed around teaching and learning and successful students will be able to demonstrate a number of transferable skills including:

- An understanding of the knowledge within the main functional disciplines;
- Competence in employing a variety of perspectives in problem analysis and decision-making;
- Ability to reflect on and learn from practice;
- Ability to communicate and work effectively in groups.

The compulsory modules, especially the Research Methods module, provide the necessary research skills for students to be able to carry out an academically rigorous business research project.

During the second stage of the programme students will undertake a client-facing consultancy project with a business organisation. The project briefs are approved by the programme director on the basis of its contribution to the students' academic and practical knowledge and skills. The project is supervised by a member of the school's academic staff. The dissertation will provide an opportunity to use the concepts, theories and approaches in business management. Preparing the dissertation will make use of the knowledge and skills that students have learnt during the programme.

While client-facing projects are guaranteed to all students, they will only be offered if the student's performance in the first semester is satisfactory. Those students who do not meet this requirement would be expected to source their own project with an external client or undertake a traditional Master's dissertation.