

Program Structure: MSB – Human Resource Management Students 2025–26

Semester 1		
Course Name	Advanced Microeconomics and Quantitative Techniques	This course examines advanced microeconomic theories and quantitative techniques used in managerial and economic decision-making. It explores the behavior of consumers and producers under different market structures, including perfect competition, monopoly, oligopoly, and monopolistic competition, as well as the effects of externalities on market efficiency. The course analyzes pricing strategies, market performance, and public policies designed to address market inefficiencies. Through discussions, case studies, and problem-solving exercises, students develop analytical skills for evaluating economic behavior and business decisions in complex market environments.
Code	ECON 202-EC00	
# of Credits	3 Credits	
Course Name	Decision Making for Business and Strategic Choices	This course examines the principles and processes of managerial decision-making and strategic choice in organizations. It explores how managers formulate, evaluate, and implement strategies that align with organizational goals and enhance performance. The course analyzes strategic management concepts, organizational principles, and decision-making frameworks used to address complex business challenges. Through case studies and applied exercises, students develop the skills needed to assess strategic alternatives and support effective organizational decision-making.
Code	MGMT 202-EC00	
# of Credits	3 Credits	
Course Name	Research Methods in Business	This course introduces students to the principles and methods of scientific research in business from both methodological and epistemological perspectives. It provides a structured approach to formulating research questions, developing theoretical frameworks, and designing research projects. The course examines key data collection methods and analytical techniques used in business research and develops students' ability to interpret, structure, and communicate research findings effectively. Through this process, students acquire the skills needed to conduct rigorous and relevant business research.
Code	MRCH 201-EC00	
# of Credits	3 Credits	
Semester 2		
Course Name	Legal Environment and Tax Regulations	This course examines the legal and regulatory framework governing business activities in Lebanon. It provides an overview of key areas of law, including commercial law, civil law, civil procedure, labor law, and taxation. Topics include the judicial system, contracts, property transactions, commercial instruments, partnerships, corporations, commercial representation, franchise agreements, banking operations, labor relations, and social security provisions. The course also introduces the main principles and regulations of the Lebanese income tax system, enabling students to understand the legal and tax implications of business decisions.
Code	ECON 201-EC00	
# of Credits	3 Credits	
Course Name	Advanced Macroeconomics	This course examines advanced macroeconomic theories and their application to the analysis of economic conditions and policy decisions. It explores the behavior of open economies and analyzes the short- and long-term effects of macroeconomic policies on economic performance. Topics include aggregate demand and aggregate supply, the IS–LM model, the Mundell–Fleming model under different exchange rate regimes, and the relationship between inflation and unemployment. Through theoretical and applied analysis, students develop the skills needed to evaluate macroeconomic issues and policy outcomes in a global environment.
Code	ECON 203-EC00	
# of Credits	3 Credits	
Course Name	Strategic Management	This course examines the principles and practices of strategic management at the organizational level. It explores how senior managers formulate, implement, and evaluate strategies to achieve sustainable competitive advantage and long-term organizational success. The course focuses on strategic decision-making, resource allocation, market positioning, and the alignment of organizational capabilities with environmental opportunities and challenges. Through strategic frameworks and applied analysis, students develop the skills needed to assess strategic alternatives and guide organizational performance in competitive markets.
Code	MGMT 895-EC10	
# of Credits	3 Credits	
Semester 3		
Course Name	Industrial/Organizational Psychology	This course examines the principles and applications of industrial and organizational psychology in the workplace. It explores how psychological theories and research contribute to understanding individual and group behavior, employee performance, motivation, and workplace interactions. The course addresses key topics such as recruitment and selection, training and development, performance management, employee engagement, and organizational culture. Students also examine how organizations can align human behavior and talent management practices with strategic objectives to enhance productivity, employee well-being, and organizational effectiveness.
Code	MGMT 220-EC00	
# of Credits	3 Credits	
Course Name	Rewards and Benefits Design	This course examines the principles and practices of compensation and benefits management within organizations. It explores the design, implementation, and administration of reward systems that support organizational objectives and employee performance. Topics include job analysis, salary surveys, pay structures, incentive programs, employee benefits, HR information systems (HRIS), and compensation administration. Students develop the skills needed to design comprehensive compensation and benefits programs that promote employee attraction, motivation, retention, and organizational effectiveness.
Code	MGMT 221-EC00	
# of Credits	3 Credits	
Course Name	Interpersonal Communication and ESI	This course examines the principles of interpersonal communication and emotional and social intelligence (ESI) in organizational settings. It explores how communication skills, self-awareness, emotional regulation, empathy, and social competence contribute to effective workplace relationships and professional success. The course also addresses strategies for fostering positive and productive work environments, enhancing collaboration, and supporting employee performance and well-being. Through practical applications and self-assessment activities, students develop the interpersonal and emotional competencies required for effective leadership and organizational effectiveness.
Code	MGMT 222-EC00	
# of Credits	3 Credits	
Semester 4		
Course Name	Contemporary Challenges in HRM	This course examines contemporary issues and emerging challenges in human resource management. It explores topics such as employee relations, labor law in Lebanon and comparative international contexts, employee engagement, ethics, HR technologies, workplace bullying, and talent management. The course also addresses employee involvement, work–life balance, organizational restructuring, and downsizing. Through the analysis of current trends, practices, and case studies, students develop a deeper understanding of the evolving role of HRM and its impact on organizational effectiveness.
Code	MGMT 223-EC00	
# of Credits	3 Credits	
Course Name	Senior Project	This capstone course enables students to integrate and apply the knowledge, skills, and analytical techniques acquired throughout the graduate program. Students undertake a substantial project on a topic of academic or professional interest, which may take the form of a research study, a feasibility analysis for a new venture, or a field-based project addressing a real organizational challenge. Under the guidance of a qualified mentor, students conduct independent work that demonstrates critical thinking, problem-solving, and professional competence while contributing to academic knowledge or organizational development.
Code	MGMT 501-EM10	
# of Credits	3 Credits	