

**DEPARTMENT OF MANAGEMENT
UNIVERSITY OF PORT HARCOURT**



**DEPARTMENTAL UNDERGRADUATE
BROCHURE**

2014-2018 EDITION

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Table 1: LIST OF TEACHING STAFF

NAME	QUALIFICATIONS	SCHOOLS ATTENDED	RANK/ STATUS	SPECIALIZATION
Fubara B. A.	Ph.D, MA, FCIS, FCPA	Strathclyde, UK Columbia (New York) London Lagos	Professor	Business Policy & Strategy
Seth Accra Jaja	BSc., MBA, Ph.D	RSUST RSUST RSUST	Professor	Organizational Behaviour
Onuoha B.C.	B.Sc MBA M.Sc MBA Ph.D MIMC, MNIM, MAMN	ABSU UNEC ABSU ABSU ABSU	Professor	General Management Entrepreneurship & Business Policy
Nwinee, B.F	B.Sc. MBA M.Sc. PhD FCIFIA NIG FNISM NIG FIIMMN NIG FPPA NIG	RSUST UPH UPH UPH	Professor	Public Finance
Okereke E. J.	B.Sc. MBA M.Sc. PhD MAM FNISM	IMSU IMSU FUTO FUTO	Professor	Finance Banking
Umoh G. I	MSc., Ph.D, PGD, Dip IDP (finals),	Aston, UK Birmingham UK Scotland London	Associate Professor	Operations Mgt/Quantitative Analysis
Ojiabo Ukoha	BBA, MBA, MS, Ph.D	Kennesaw Kennesaw Altanta Maryland	Associate Professor	Organizational Leadership/Factor Analysis
Edwinah Amah	BSc., MBA, M.Sc., Ph.D	Uniport RSUST Uniport Uniport	Ag. HOD & Senior Lecturer	Human Resource Management/Organ izational Behaviour
Nwuche C.A.	B.Ed., Msc., Ph.D	Ibadan London Sch. of Econs. Brunel UK	Senior Lecturer	HRM/ Industrial Relations

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Success A. C. Anyanwu	NCE, BSc., PGDE MBA, MSc, Ph.D	ALVAN Nigeria RSUST RSUST Ibadan Uniport	Senior Lecturer	Operations & Quantitative Analysis
Olori W.O.	BSc., MBA, Ph.D	Uniben Uniben Uniport	Senior Lecturer	Human Resource Management/ Business Policy
Alagah A. D.	NCE, BSc.(Ed), PGDM, MBA, Ph.D	RSCOE Uniuyo Unical Uniport Uniport	Senior Lecturer	Organizational Behaviour
Haliru Bala	HND, ADPA, PGD BSc. MBA, Mphil, Ph.D FCE, FNIMN, FIPM A, FCIPMA	Univ of Sokoto Univ of Sokoto OAU OAU	Senior Lecturer	Human Resource Management/Gener al Management
Nnamdi, I.S.	B.Sc. MBA PhD FCIFIA NIG	UPH UPH ABSU	Senior Lecturer	Investment Analysis
Ironkwe U. I	B.Sc MBA LL.B B.L Ph.D FCNA FCNA	UNI OF IFE UNIPORT RSUST, PH LAW SCHOOL UNIPORT	Senior Lecturer	Company Law Executorship law & Acct.
Torbira, L.L.	NCE B.Sc. MBA PhD FCIFIA NIG	Ibadan UNN UNN UPH	Senior Lecturer	Corporate Finance
Ogunbiyi, S.S.	B.Sc. MBA PhD FCIFIA NIG	UPH UPH UPH	Senior Lecturer	Financial Management
Akani F. N.	B.Sc MBA PhD	UNIPORT RSUST UNIPORT	Senior Lecturer	Financial Reporting
G. N. Ogbonna	BSc MBA MSc	UNIPORT UNIPORT FUTO	Senior Lecturer	Financial Accounting

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	Ph.D	UNIPORT		
Omojefe, G.O.	B.Sc. M.Sc. PGD MBA	LAGOS LAGOS UPH UPH	Senior Lecturer	International Finance
Omoankhanle n J. A.	BSc., MSc, Ph.D	AAU EBSU EBSU	Lecturer I	Human Resource Management/Gener al Management
Needorn R. S.	BSc., MBA, MSc Ph.D Ph.D (in view)	DELSU RSUST Uniport Uniport UNN	Lecturer I	Operations Mgt/Quantitative Analysis
Worlu G.O.	BSc., MBA, Ph.D	Uniport Uniport Uniport	Lecturer I	Organizational Behaviour
Iheukumere Ike Nwede	B.Sc., MBA, M.S.I.T, D.M.	California California California Arizona	Lecturer I	Org. Leadership Mgt./ Entrepreneurship
Ngaage K. T.	B.Sc., MBA Ph.D (in view)	Kansas State McNeese State Uniport	Lecturer I	Production and Operations Management.
Ibe R. C	BBA MBA Ph.D	Washington Maryland Uniport	Lecturer I	General Management
Eebah L.	BSc., MBA, Ph.D	Uniport USA Uniport	Lecturer I	Organizational Behaviour
Oshi J. E. O.	B.Sc., MBA, PGDE M.Sc. Ph.D (in view)	Uniport RSUST Sokoto ANSU ANSU	Lecturer I	HRM/ Entrepreneurship
Eniola Y. T.	B.Sc., MBA Ph.D (in view) OCP	ABU ZARIA UNIBEN UNIBEN	Lecturer I	Entrepreneurship/ Strategic Management
Maxwell Nwinye	B.Sc., MBA LLB Ph.D (in view)	RSUST RSUST RSUST Uniuyo	Lecturer I	Organizational Behaviour
Ike, Osadebe O.	B.Sc., MBA Ph.D (in view)	Uniport Uniport	Lecturer I	General Management

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Sylva Waribugo	B.Sc., M.Sc MBA Ph.D (in view)	Uniport Uniport Uniport Uniport	Lecturer II	Operations Mgt/Management Science
Nkuda M. O.	B.Sc., MBA Ph.D (in view)	Uniport Uniuyo Uniuyo	Lecturer II	Business Policy/General Management
Wegwu M.E.	B.Sc., MBA, M.Sc Ph.D (in view)	Uniport Uniport Uniport Uniport	Lecturer II	Business Policy
Ofoegbu, W.C	B.Sc M.Sc Ph.D (in view)	Uniport Uniport Uniport	Lecturer II	Operations Mgt/Management Science
Tambari J. C.	BSc MBA MSc	Uniport RSUST IMSU	Lecturer II	General Management

Table 2: LIST OF NON-TEACHING STAFF

S/NO	NAME	DESIGNATION
1.	Wegwu Christian O.	Principal Executive Officer
2.	Isaiah Erutane	Assistant registrar
3	Ogala Patricia	Personal Secretary III
4.	Gogo Cookey	Senior Executive Officer
5.	Ogbuka Peace	Senior Executive Officer
6.	Nasikpo Faabekee Baribor	Admin Assistant
7.	King Felicia	Senior Clerical Officer
8.	Chukwu Justina Ngbechi	Computer Operator II
9.	Emenike Monica	Caretaker
10.	Eze Amarachi Linda	Messenger Cleaner

**DEPARTMENT OF MANAGEMENT
UNIVERSITY OF PORT HARCOURT**

1) Brief History of the Department of Management

The Faculty of Management Sciences was first established as the Graduate School of Business Administration in 1980.

In 1984, the name was changed to Faculty of Management Sciences in line with the University structure of Faculty mode. The undergraduate programmes were introduced in the 1984/85 academic year in the four functional areas of Business Administration. These include: (1) Management (2) Accounting (3) Marketing and (4) Finance and Banking. The Department of Management had an initial intake of about 50 students.

The Department of Management first graduands completed their programme at the end of the 1987/88 academic session. Meanwhile, most of our graduates are found in various organizations across the Nation and beyond. We, however, need the support of anyone or organization who is willing to assist in our project.

2) Objective.

The objective of the undergraduate programme is to prepare our students to be in a position to function as managers both in the public and private sectors of the Nigerian economy.

3) VISION

The vision of the Department is to be ranked amongst the top rated Departments in Nigerian and African Universities, renowned for its active involvement in teaching, research

activities, creativity, and innovation thereby, and to be a reference point for other Nigerian and African Universities and higher institutions of learning.

3.1 MISSION

The mission of the Department is the pursuit of academic excellence, advancement of knowledge and community service through quality teaching, research activities, continuous learning, creativity, and innovation in an organized and most articulate manner, which will accelerate the dissemination of the knowledge of Management discipline and contribute to the growth of the private and public sectors of the Nigerian and African economy. To achieve this mission, the Department is guided by the spirit of inquiry, self-reliance, fairness, ethical and professional standards of the Management discipline.

4) Philosophy.

The general philosophy of the programme in the Department of Management is the comprehensive development of the individual by impacting relevant theoretical and practical knowledge which will enhance his/her self-reliance and high moral discipline with the ability to identify, analyze and offer solutions in a complex dynamic managerial environment.

4.1 SHARED VALUES

The shared values of the department can be expressed in terms of the following-quality teaching, continuous learning, and spirit of continuous emphasis on research, training as well as upholding ethical and professional standards in academic publications.

5) Organization

The Management has the Head of Department with both academic and non-academic (administrative) staff involved in the departmental administration. The administrative staff consists of administrative officer, senior clerical officer, clerical officer, secretary, typist, a messenger and two cleaners. The academic staff also combine their academic work-load with the administration of the Department.

6) Programmes

At the undergraduate level, the Department ambitiously pursues an unrivalled student experience in major areas of expertise such as General Management, Entrepreneurship, Policy and Strategy, Human Resource Management, Business Law and Quantitative techniques, Production Management, etc.

7) Objective of the Undergraduate Programme

The objective of the undergraduate programme is to give our students a broad based education in the major areas of management.

8) Structure of Degree Programmes

The Department runs degree programmes of four years for its Bachelor Degrees. These degree programmes, are designed to meet and exceed the minimum academic standards set by the National Universities Commission (NUC), shall have the following provisions:

1. **General Studies Courses:** These University-wide courses, taken in the first years of the degree programme, are designed to improve the basic intellectual and communicate skills of the students, and to promote a continuous awareness and

understanding of contemporary society as well as the historical and cultural origins of the people of Nigeria. In the third year our Students take an Entrepreneurial Development Course to prepare them for the future.

2. **Foundation Courses:** These are basic courses in the Department of Management that teach the principles and tools of Management problem analysis. These courses include at least one course in each functional area of management plus courses in economics, mathematics, computer science and data processing. These courses are taken by all students in the Department at appropriate levels.
3. **Community Service Course:** This is a field project directed towards service to the Community or to the University and is an integral part of all degree programmes. The objective of the project is to involve both staff and students in a practical way with some of the problems of society as well as with efforts to provide solutions to them, and to inculcate and develop in both staff and students a consciousness of their responsibilities to society and the satisfaction of rendering service to others. The project, which is practical in nature, requires the application of some of the skills being acquired in the degree programme to service the community, and generally involve manual work. It is credit-earning and an essential requirement in all degree programmes.

9) Undergraduate Admission: Entry Requirements.

- 9.1 The minimum entry requirement into the Undergraduate Programme of the Faculty of Management Sciences shall be the General Certificate of Education, WASC, NECO & SSC (or equivalent) with credit in five subjects and must include English language, Elementary mathematics and Economics. Admission into the programme shall normally be through the Joint Admission and matriculation Examination (JAMB) and Uniport Screening. There shall normally be no “direct entry”

into the second year of the degree programme. The subject combination for each department is specified in the JAMB BROCHURE.

10) Registration of Courses

- 10.1 The period for normal registration is the first week of each academic year, excluding the orientation week.
- 10.2 The period for late registration is the second week of the first semester of the academic year. Late registration will attract a surcharge penalty.
- 10.3 Course registration must be signed by the Head of Department for all the courses registered.
- 10.4 In registering students, the department ensures that student register for all previously failed courses in which the programme requires a pass and meet the prescribed requirements for each registered course. Furthermore, that the total credit units registered are not less than 5 or more than 24 per semester (SCAP 4.5 and 5.7).
- 10.5 Any registration completed after the time specified will be null and void and will not be credited to the student even when he/she has taken and passed an examination in the course.
- 10.6 Students are not allowed to sit for examinations in courses for which they have not previously registered. Such actions are fraudulent and culprits will be appropriately disciplined.
- 10.7 Any genuine request for late registration must be made in writing to the head of Department, and a late registration fee, whose amount is reviewed each year in line with the cost of living, and must be paid to the Bursary. Form for late registration will be given out only when the appropriate receipt is documented on the form.
- 10.8 A list of students registered for each other course should be kept. This list should be displayed for one week immediately after the close of registration for necessary corrections.
- 10.9 The parent faculty and parent department retain one copy each of this list and forward and three copies to teaching faculty to be distributed as follows: one to the faculty and one

to the department and (see the course lecturer). This list becomes the authentic register for the course examination.

- 10.10 For all students, the following forms are returned to the academic officer: MIS-01(SF) for fresh student, MIS-02 (course registration form) and MIS-04 (free form).
- 10.11 Students should be encouraged to join professional associations but dues for such association should be tied to the registration forms.
- 10.12 Application for adding or dropping a course must be made on the prescribed ADD/DROP form and certified by the registrar after obtaining the approval of the head of department concerned, not later than four weeks before the examination in each semester. Any of this change of course made by altering the registration form will be null and void.

11a. Deferment of admission

A candidate, who is offered admission and is qualified at the time, but unable to take up the offer at the required time, may have his/her admission deferred. This request must be made in writing stating the reasons, and forwarded through the Heads of Department of the approved course programme for which the admission was offered.

- 11.1 To qualify for consideration for transfer to the programmes in Management Sciences after the completion of the first Academic Year, a student shall be required to obtain a CGPA of four points or above at the time of application

11b. Auditing of Courses

11.1 Students may attend a course outside their prescribed programme. The course shall be recorded in their transcript only if they have registered for it with the approval of the Head of the department and the Dean of the Faculty and taken the prescribed examination. An audited course shall not be used in calculating the CGPA

12 Change of Degree programme

- 12.1 A student who has been admitted to a degree programme on satisfying the minimum requirements for entry into the University as well as course requirements for Faculty and Department shall not normally be allowed to change until he/she completed the first academic year in the degree programme. A student shall be allowed to change department to that in which the Programme specified by the Scholarship Award is available, provided that he/she meets the requirements of the department to which a change is desired.
- 12.2 Application to change department contained in the Faculty Brochure.
- 12.3 To qualify for consideration to transfer to the professional programmes in Medicine, Engineering and Management Sciences, a student shall be required to obtain a CGPA of 4 points or above at the time of application. This is contained in the Faculty Brochure.

13a Inter-University Transfer

- 13.1 A student from another University may seek a transfer to our Department, provided that the conditions in the Faculty and the University guidelines are followed.
- 13.2 All applicants for Inter-University transfer shall be required to be in good standing in their previous University.
- 13.3 A student who has been expelled or suspended from any University on acts of misconduct shall not be eligible for transfer to the University of Port Harcourt.
- 13.4 The resident requirement shall be a minimum of two years.
- 13b Requirement for a Bachelors degree
In order to obtain a Bachelor of Science (B.Sc) degree in the Faculty of Management Sciences, a student shall meet the following requirements:
- i. Complete program of student approved by the University Senate for the faculty.
 - ii. A score not below 40% must be attained in the prescribed courses and research project,

- iii. Satisfy all financial obligations to the University, and other requirement relating to attendance and character.
- iv. Be formally recommended by the Faculty board of Studies to the University for the award of degree.

14. **Examinations**

14.1 **Course examinations**

- i. Every Course of instruction shall be continually assessed, and examined at the end of the semester which it is given.
- ii. A continuous assessment should be 30% and examination 70%.
- iii. Subject only to administrative supervision by the Dean's Office, the conduct of course examinations shall be the responsibility of the Head of Department.
- iv. Continuous assessment of students should be by means of term papers, frequent tests (formal and informal), assessment in workshops/assignments, etc. as may be applicable to respective disciplines.
- v. Part-time teacher, where necessary, may be appointed as Internal Examiners.
- vi. Every course examination (i.e. question papers and grading) shall be moderated normally by one other Examiner as may be determined by the respective Faculty Board. Moderation of course examinations shall be limited to the end of the semester examinations.
- vii. The result duly signed by the Dean shall be published provisionally within 24 hours after approval by the Faculty Board.
- viii. The Dean shall, thereafter, on behalf of the faculty Board, present the results to Senate for final approval.
- ix. The Registrar shall, after the approval by Senate, take custody of the results and notify the students and their sponsors.

14.2 Absence from Examination

Students are obliged to sit for all examinations with their mates at the same time. No special arrangements shall be made for any student who failed to write the examination with other classmates originally. However, any student who has good and acceptable reasons for not writing a scheduled examination shall apply to the Vice Chancellor through the Dean and Head of Department for senate approval to write the said examination as first attempt at the next available opportunity when subject would be examined.

14.3 Procedure for Review of Scripts of Aggrieved Students

Students shall be entitled to see their marked examination scripts if they so desire provided appropriate steps are taken to safeguard the security of the scripts.

Any student who is aggrieved about the grading of a course examination may petition his/her Department in the first instance through the Academic Adviser. The Head of Department shall refer the petition to the Dean of the Faculty who shall cause the scripts to be reassessed and the scores presented to the Faculty Board for determination.

A student applying for a review of answer scripts shall be required to pay the following fess to the Bursary before commencement of the review.

Course Examinations One Thousand Naira (N1000.00) per course. If the petition is upheld, the fee so paid shall be refunded to the student.

14.4 Examination Malpractice (See Faculty Brochure paragraph 17.1)

14.5 Forgery

Any student found guilty of forging certificate, transcripts and other official documents shall be expelled from the University.

14.6 GRADING SYSTEM

24.1 The following system of grade points shall be used:

i) Undergraduate Programmes

MARK/SCORE	LETTER	GRADE
70% and above	A	5.00
60 – 69	B	4.00
50 – 59	C	3.00
45 – 49	D	2.00
40 – 44	E	1.00
0 – 39	F	0.00

24.2 Students are obliged to sit for examinations in all registered courses. Any student who fails to sit for a course examination without satisfactory reason earns the grade of ‘F’ and must re-register for the course.

15. COMPUTATION OF GRADE POINT AVERAGE

15.1 Every course carries a fixed number of Credit Units (CU), one Credit Unit being when a class meets for one hour every week for one semester, or three hours every week in the laboratory, workshop or field.

15.2 Quality points (QP) are derived by multiplying the Credit Units for the course by the Grade Points earned by the student: e.g. in a course with 3 Credit Units in which a student earned a B with 4 Grade Points; the Quality Point is $3 \times 4=12$.

- 15.3 Grade Point Average (GPA) is derived by dividing the Quality Points for the semester by the Credit Units for the semester: e.g. in a semester where the student earned 56 Quality Points for 18 Credit Units, the GPA is $56 \div 18 = 3.11$.
- 15.4 Cumulative Grade Point Average (CGPA) is derived by adding the Total Quality Points (TQP) to date and dividing by the Total Credit Units (TCU) to date: e.g. if the TQP is 228 and the TCU is 68, then the CGPA is $228 \div 68 = 3.35$.
- 15.5 Detailed examples of how to calculate GPA and CGPA are shown below:

FIRST YEAR, SEMESTER ONE

COURSE	Credit Units	Letter Grade	Grade Points	Quality Points	Grade Point Average (GPA)	Cumulative Grade Point Average (CGPA)
HSA 100	3	B	4	12	QP = 66	TQP = 66
HSA 101	2	C	3	6	CU = 17	TCU = 17
HSA 102	1	C	3	3	GPA =	CGPA =
HSA 103	4	B	4	16	$66 \div 17$	$66 + 17 = 3.88$
HSA 104	5	A	5	25	=3.88	
HSA 105	2	D	<u>2</u>	4		
<u>TOTAL</u>	17			66		

FIRST YEAR, SEMESTER TWO

COURSE	Credit Units	Letter Grade	Grade Points	Quality Points	Grade Point Average (GPA)	Cumulative Grade Point Average (CGPA)
HSA 106	5	E	1	5	QP = 48	TQP = 114
HSA 107	4	D	2	8	CU = 17	TCU = 34
HSA 108	5	B	4	20	GPA =	CGPA =
HSA 109	0	F	0	0	48 ÷ 17	114 ÷ 34
HSA 110	3	A	5	15	= 2.82	= 3.55
TOTAL	17			48		

SECOND YEAR, SEMESTER ONE

COURSE	Credit Units	Letter Grade	Grade Points	Quality Points	Grade Point Average (GPA)	Cumulative Grade Point Average (CGPA)
HSA 210	2	E	1	2	QP = 61	TQP = 175
HSA 211	3	C	3	9	CU = 18	TCU = 52
HSA 212	5	B	4	20	GPA =	CGPA =
HSA 213	5	C	3	15	61 ÷ 18	175 ÷ 52
HSA 214	3	A	5	15	= 3.39	= 3.37
TOTAL	18			61		

SECOND YEAR, SEMESTER TWO

COURSE	Credit Units	Letter Grade	Grade Points	Quality Points	Grade Point Average (GPA)	Cumulative Grade Point Average (CGPA)
HSA 215	3	B	4	12	QP = 59	TQP = 234
HSA 216	4	C	3	12	CU = 18	TCU = 70
HSA 217	5	B	4	20	GPA =	CGPA=
HSA 218	0	F	0	0	59 ÷18	234 ÷70
HSA 219	3	C	3	9	=3.28	=3.34
HSA 109	3	D	2	6		
TOTAL	18			59		

Note: HSA 109 has been passed in Second Year, Semester Two. The CU is therefore used in the year the candidate passed and the failure in Year One, Semester Two computed as 0 credit unit.

THIRD YEAR, SEMESTER ONE

COURSE	Credit Units	Letter Grade	Grade Points	Quality Points	Grade Point Average (GPA)	Cumulative Grade Point Average (CGPA)
HSA 300	3	B	4	12	QP = 51	TQP = 285
HSA 301	3	C	3	9	CU = 14	TCU = 84
HSA 302	0	F	0	0	GPA =	CGPA=
HSA 303	4	B	4	16	51 ÷14	285 ÷84
HSA 304	2	A	5	10	= 3.64	= 3.39
HSA 305	2	D	2	4		
TOTAL	14			51		

THIRD YEAR, SEMESTER TWO

COURSE	Credit Units	Letter Grade	Grade Points	Quality Points	Grade Point Average (GPA)	Cumulative Grade Point Average (CGPA)
HSA 310	3	D	2	6	QP = 55	TQP = 340
HSA 311	3	C	3	9	CU = 18	TCU = 102
HSA 312	3	E	1	3	GPA =	CGPA=
HSA 313	4	B	4	16	55 ÷ 18	340 ÷ 102
HSA 344	3	A	5	15	= 3.06	= 3.33
HSA 315	0	F	0			
HSA 218	2	C	3	6		
TOTAL	18			55		

Note: Candidate passed HSA 218 in the Third Year, Semester Two and passed HSA 302 in Fourth Year, Semester One; candidate passed HSA 315 in Fourth Year, Semester Two; the CU of the failed courses were used in the respective years/semester that the candidate passed the failed courses.

FOURTH YEAR, SEMESTER ONE

COURSE	Credit Units	Letter Grade	Grade Points	Quality Points	Grade Point Average (GPA)	Cumulative Grade Point Average (CGPA)
HSA 400	3	A	5	15	QP = 63	TQP = 403
HSA 401	3	C	3	9	CU = 20	TCU = 122
HSA 402	3	B	4	12	GPA =	CGPA=
HSA 403	4	C	3	12	63 ÷ 20	403 ÷ 122
HSA 404	2	E	1	2	= 3.15	= 3.30
HSA 405	2	D	2	4		
HSA 302	3	<u>C</u>	<u>3</u>	9		
TOTAL	20			63		

FOURTH YEAR, SEMESTER TWO

COURSE	Credit Units	Letter Grade	Grade Points	Quality Points	Grade Point Average(GPA)	Cumulative Grade Point Average(CGPA)
HSA 410	3	B	4	12	QP = 88	TQP = 491
HSA 411	3	D	2	6	CU = 25	TCU = 147
HSA 412	3	C	3	9	GPA =	CGPA=
HSA 413	4	B	4	16	88 ÷ 25	491 ÷ 147
HSA 414	3	A	5	15	= 3.52	= 3.40
HSA 415	6	B	4	24		
HSA 315	3	D	2	6		
TOTAL	25			88		

Note: Since 2005, students can graduate with a maximum of two failed courses, but the CU of such failed courses must be used in the computation of the CGPA.

15.6 Grades obtained in all approved courses of a student's prescribed programme, excluding audited courses, shall be used to compute the GPA.

15.7 When a student transfers from one Faculty to another, only the grades obtained in the courses in the new programme of study will be used to compute the CGPA. Courses which were completed before the change of programme and which are not part of the new programme will be treated as audited courses.

15.8 When a student transfers from another University, only the grades obtained at the University of Port Harcourt will be used to compute the CGPA.

16 CONTINUATION, PROBATION AND WITHDRAWAL

16.1 Continuation Requirement

The continuation requirement for undergraduate students in the University is a CGPA of 1.50 at the end of every academic year.

16.2 Probation

Probation is a status granted to a student whose academic performance falls below an acceptable standard. A student whose Cumulative Grade Point Average is below

1.50 at the end of a particular year of study earns a period of probation for one academic year.

16.3 Advised-Withdrawal From Programme

A student whose Cumulative Grade Point Average is below 1.50 at the end of one year's probation shall be required to withdraw from the programme. However, to minimize waste of human resources, consideration should be given to withdraw from the programme of study and possible transfer to other programmes within the University; provided CGPA is not below 1.00. Moreover, the student shall meet the Departmental and Faculty requirements concerning UTME subjects, UTME score and relevant O-Level credits. The Faculty/Department must be willing to accept the student.

16.4 Limitation of Registration

Students on probation cannot register more than 15 credit units per semester. The purpose of the restriction is to give the students a chance to concentrate on improving their performance.

16.5 Warning of Danger of Probation

Students should be warned by their Department if at the end of any semester their GPA falls below 1.50.

16.6 Repeating Failed Course(s)

Subject to the conditions for advised-withdrawal from the programme and or probation, a student must repeat the failed course(s) at the next available opportunity, provided that the total number of credit units carried during that semester does not exceed 24.

16.7 Temporary Withdrawal from study

- (i) Any student who has a genuine reason(s) to apply for temporary withdrawal from the study should apply to the University in writing through the Department and Faculty/College stating the reason(s) for his/her application, and needs to obtain approval from Senate.

The application should specify the period (session) to be away and the session for the resumption of study. The Head of Department of the student should furnish the Faculty with the CGPA of the student at the time of the request, and this must be presented to the Senate of the University.

(ii) Temporary Withdrawal on Grounds of Ill-Health

Any student who seeks to proceed on temporary withdrawal on grounds of ill-health should write and inform the University within 30 days of the onset of the ill-health or, depending on the circumstance, expeditiously, providing relevant papers from the Director of Health Services of the University.

(iii) Deemed Withdrawal

At the end of every academic year, any student who has been found to be absent from the University without permission will be treated as having withdrawn from the programme. Such a student may be re-admitted upon application to the Senate of the University through the Department/Faculty, showing the acceptable reason for re-admission.

16.8 Resumption of Studies

The student should notify the University at the time he/she resumes studies with evidence of approval of temporary withdrawal from studies.

16.9 (i) Taking Examination as First Attempt

Any student who falls ill and goes into the hospital during the examination should write and inform the University and

attach the original of the Medical Report(s). The application to sit for the missed examination as the first attempt should indicate the course(s), semester and session involved. The medical report(s) should be authenticated by the Director, Health Services Department of the University. After that, the application will be considered by the Departmental and Faculty Boards respectively and recommended to Senate for approval.

(ii) **Permission to be away during Examination while Representing the University**

Any student who goes to represent the University in an approved and authorised competition should notify his/her Department through the Dean, Student Affairs before leaving. In such a situation, on return, the Department should conduct all missed tests/examinations for the student.

16.10 Duration of Degree Programmes

The maximum length of time that a student shall be permitted to spend on a standard 4-year programme shall be 6 years. A student who, after the maximum length of time allowed for a degree programme, has not obtained a degree shall have his degree result calculated on fail out basis.

17 CLASSIFICATION OF DEGREES

The Bachelor's degree of the University of Port Harcourt shall be awarded as 1st Class, 2nd Class Upper, 2nd Class Lower, or 3rd Class Honours, (or as a Pass degree for Old Students*). The Cumulative Grade Point Averages for these classes shall be:

CLASS OF DEGREE	CUMULATIVE GRADE POINT AVERAGE	
	OLD	NEW STUDENTS
1st Class	4.50 - 5.00	4.50 - 5.00
2nd Class	3.50 - 4.49	3.50 - 4.49
2nd Class	2.40 - 3.49	2.40 - 3.49
3rd Class	1.50 - 2.39	1.50 - 2.39
Pass	1.00- 1.49	Not Applicable

**Old Students are those enrolled in second or higher level course before the 2015/2016 session*

New students are those enrolled in the first year of the degree programme in the 2015/2016 session and after that. In line with the directive of the National Universities Commission (NUC), with effect from the new intake of 2015/2016 academic session, the classification of First Degree in Nigerian Universities terminates at Third Class. In other words, "Pass" Degree has been abolished.

COURSE STRUCTURE

Year One	First Semester	Credit Units
MGT 150.1	Business Mathematics I (FC)	3
MGT 151.1	Introduction to Business (FC)	3
MGT 153.1	Business Communication (FC)	3
ECO 102.1	Principles of Economics (FC)	3
GES 103.1	Nigerian Peoples and Culture	2
GES 104.1	History and Philosophy of Science	2
GES 105.1	Use of Library, Study Skills and ICT	2
GES 106.1	Communication in French	2
TOTAL		20

Year One	Second Semester	Credit Units
MGT 152.2	Business Mathematics II (FC)	3
ECO 102.2	Principles of Economics (FC)	3
POL 101.2	Political Analysis	3
GES 100.2	Communication Skills in English	4
GES 101.2	Computer Appreciation	3
GES 102.2	Introduction to Logic & Philosophy	2
TOTAL		18

Year Two	First Semester	Credit Units
MGT 254.1	Business Statistics I (FC)	3
ACT 201.1	Introduction to Financial Accounting I (FC)	3
ECO 201.1	Introduction to Microeconomics	3
MTH 280.1	Computer Programme & Appreciation	3
MKT 270.1	Principles of Marketing (FC)	3
FIN 232.1	Principles of Finance (FC)	3
GES 222.1	Peace Studies & Conflict Resolution	2
TOTAL		20

Year Two	Second Semester	Credit Units
MGT 255.2	Business Statistics II (FC)	3
ACT 202.2	Introduction to Financial Accounting II (FC)	3
ACT 232.2	Introduction to Cost & Management Accounting	3
ECO 201.2	Introduction to Macroeconomics	3
FIN 231.2	Mathematics of Finance	3
FMS 201.2	Community Service	1
TOTAL		16

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Year Three	First Semester	Credit Units
MGT 355.1	Business Law (FC)	3
MGT 356.1	Business Research Methods (FC)	3
MGT 357.1	Principles of Management (FC)	3
MGT 358.1	Human Resources Management	3
MGT 364.1	Corporate Planning	3
FIN 331.1	Money and Banking (FC)	3
ACT 317.1	Management Accounting	3
GES 300.1	Intro. to Entrepreneurial Skills I	2
TOTAL		23

Year Three	Second Semester	Credit Units
MGT 359.2	Industrial Relations	3
MGT 360.2	Business & Government	3
MGT 361.2	Management Theory	3
MGT 362.2	Organizational Behaviour	3
MGT 363.2	Production Management	3
MGT 365.2	Organizational Development	3
FIN 333.2	Financial Management	3
GES 300.2	Intro. to Entrepreneurial Skills II	2
TOTAL		23

Year Four	First Semester	Credit Units
MGT 450.1	Business Policy and Strategy I (FC)	3
MGT 452.1	Advanced Management Theory	3
MGT 453.1	Management Information System	3
MGT 454.1	Labour Economics	3
MGT 455.1	Labour Law	3
MGT 470.1	Project	6
TOTAL		21

Year Four	Second Semester	Credit Units
MGT 451.2	Analysis for Business Decision (FC)	3
MGT 456.2	Entrepreneurship Dev. /Feasibility Studies	2
MGT 457.2	Business Policy and Strategy II	3
MGT 458.2	Comparative Management	3
MGT 459.2	Management & Social Responsibility	3
MGT 460.2	International Business	3
TOTAL		17

COURSE DESCRIPTION

1. MGT I50.1 Business Mathematics I (FC)

Review of single variable, elementary algebraic functions including quadratic polynomials and transcendental functions, their applications to business. Systems of linear equation. Inequalities and their applications to linear programming. Determinants and matrices and their applications to the solution of systems of linear equations.

The Course Content:

- i. Introductory Concepts
 - a) Factorization
 - b) Fractions in Algebra
 - c) Systems of Equations
 - d) Inequalities
 - e) Change of subject of formula
- ii. Polynomials and their Applications
 - a) Polynomials
 - b) The Remainder and Factor Theorems
 - c) Theory of Quadratic Equations
 - d) Partial Fractions
- iii. Elementary Set Theory
 - a) Definition of Basic concepts
 - b) Operations on sets
 - c) Laws of Algebra of Sets
 - d) Venn Diagrams
- iv. Sequences and Series
 - a) Meaning of sequences and series
 - b) Arithmetical progression
 - c) Geometrical progression
 - d) Arithmetical and Geometrical means
 - e) Interests, Annuities and Present Values
 - f) Harmonic progressions

2. MGT 151.1: Introduction to Business (FC)

Nature and scope of business, business systems and environmental economics and social objectives form of business organizations, proprietary organization, company organization, cooperative organization, public enterprises, functional areas of business, government and business, international business and multinationals in Nigeria. Problems of Nigerian enterprises.

3. MGT 153.1: Business Communication (FC)

Introduction, meanings, principles and importance of communications. The communications process and the import of feedback, organizational communications, lines of communications, and causes of poor communication. Face to face communication, informal interviews, formal interviews, meetings, reception and reception procedures, correspondences; the English background. Art of business letter writing, types of correspondences, forms and communication structure. Methods of input for productions, choosing the type of communication, cost of a letter, production procedures, register of address, minutes of meetings and reports, meetings, agenda minutes (purpose, contents, and structure. note taking preparation composition, reproduction and presentation.

4. MGT 152.2: Business Mathematics II (FC)

Elementary single variable differential, calculus and their applications to optimization of single variable business functions; multiples variable, differential calculus and their applications to constraint and unconstraint functions; elementary integral calculus of single variable functions including integration by substitutions, parts, partial fractions numerical integration, general applications of the single variable integral calculus to business. Mathematics reasoning (inductive and deductive reasoning axiomatic system, logic truth statement and quantifiers), set, and relations.

Differential equations of single variable functions and their applications to business.

5. MGT 254.1: Business Statistics I (FC)

Meaning, scope and origin, importance and limitations of statistics, statistical inquiries, discrete and continuous variables, functional relationship, sources of data, collection of data and methods, classifications and tabulation of statistical data, diagrammatic and graphical presentation of data. Measures of central tendency; measures of dispersion; elements of probability. Some theoretical probabilities distribution binomial, poisson, the normal experiential and other distributions, index numbers.

6. MGT 2552: Business Statistics II (FC)

Sampling theory and estimation, test of significance/statistical hypotheses, test of hypotheses for small and large samples. Chi-square tests; test of goodness of fit; and contingency table tests, correlation and regression, time series analysis. Analysis of variance and other non-parametric methods.

7. GES 300.1: Introduction to Entrepreneurial Skills I

Introduction to entrepreneurship and new venture creation; Entrepreneurship in theory and practice; the opportunity, Forms of business, Staffing, Marketing and the new venture; Determining capital requirements, raising capital; financial and manangement; Starting a new business, Feasibility studies; Innovation; Legal issues; Insurance and environmental considerations. Possible business opportunities in Nigeria.

8. MGT355.1: Business Law (FC)

Outline of the Nigerian legal system, sources of Nigerian law, hierarchy of Nigerian courts, commercial arbitration, law of contracts, tort, commercial contracts, commercial relations

between persons, unfair competition, passing off and “trade libels” company law, powers and function of directors, introduction to taxation laws, etc.

9. MGT 356.1: Research Methods (FC)

This course centres around the methodological continuities between the investigative and evaluative activities in professional practice and behavioral science research. It will include introduction to different types of research activity and their relationships a review of measurement, correlation and predictive relationships, between variables and casualty inference. Students will be introduced to the act of problem identification and analysis, data gathering and analysis and report writing, the problems and prospects of business research in a seller’s market like Nigeria.

10. MGT 357.1: Principles of Management (FC)

Definition and basic concepts of management functions, planning, organizing, nature and purpose, span of control, departmentalization, line and staff authority, service department, delegation and decentralization, forms of internal organization and directing-leadership, communication and motivation, selection of managers, appraisal of managers, management development, motivation, leadership, supervision, Total Quality Management.

11. MGT 358.1: Human Resource Management

Personnel function; personnel management, organizational Behaviour, communication process, human factor in industry, industrial psychology, human relations, ergonomics, motivation of employees morale and productivity, personnel planning/selection manpower planning, job analysis programme, employee training, promotion policy, employee performance appraisal, employee competitions, minimum wage, fair wage, living wage, methods of payment, essentials of sound wage plans, job evaluation rating and merit rating, profit sharing, industrial democracy, industrial hygiene and

safety, employee benefits and services, personnel problems, workers participation in management. Grievance Procedure, Part Time Employment, Globalization and Human Resource Management challenges, managing employees in International Business, Employee Health and Safety, and Ethical practices in Human Resources Management.

12. MGT 364.1: Corporate Planning

The concept and theory of planning, strategic planning and process, environmental study and analysis, technological forecasting, socio-political forecasting, industry analysis, planning task and techniques, functional planning-marketing, finance, production, managing manpower, organizational and behavioural planner, corporate planning process and information requirement.

13. MGT 359:2 Industrial Relations.

The concept of industrial relations and industrial discipline, are parts of industrial relations, Trade Union characteristics, industrial relations law in Nigeria; types of unions, internal structure and government of unions, trade union federation etc. Labour organization and international affiliation, union solidarity and check off systems, Collective bargaining, industrial dispute settlement, joint consultation, the state and industrial relations, comparative industrial relations.

14. MGT 360.2: Business and Government

State and Business, Nigerian industrial policy, control over the economy, control over the private sector (company) law and industrial licensing, control over foreign investment, multinational companies foreign collaboration, monopolies and restrictive and trade practices; legislation for consumer protection in Nigeria. Minimum standards of activities and environmental protection and practices, Nigerian industrial structure, Corporate Social Responsibility (CRS), business

ethics, foreign direct investments, economic system and business operation.

15. MGT361.2: Management Theory

Concept of theory in the physical and social sciences. Levels of theories. The features of theory in management. Link between management theories and management models. Practice or management conduct as a test of good management theory. Existing difficulties of developing useful management theory in Nigeria and other developing countries. Theories of management e.g. the scientific movement or the human relations movements, the system movement, and the managerial behavioural movement, theory X and theory Y the rigid approach; participative models. Testing specific theories and models in Nigeria. Practice in contemporary management theories and models in Nigeria. Practice in construction management theories from the Nigerian socio-cultural experiences of managing extended family issues, settling group conflicts, securing productivity at work. Maintaining control over the forces in the environment. Theories observable in the way Nigerian parastatals are being managed. Expatriate management approaches to work in Nigeria organizations. The confluence of management philosophy theory and managerial behaviour in Nigeria. Criteria for locating best management practices and how they may be introduced into Nigerian organizations

16. MGT 362.2: Organizational Behaviour

Concepts of behaviour, organization, managers, administrators and performance. Individual behavioural process such as personal systems, self-concept development, interaction styles groups behavioural process such as informal structures, norms or work and play, status- based rewards and punishment, leadership, task distribution and performance appraisal. Theories of organizational behaviour and relevance to Nigeria. Systems approach to organizational behaviour observable in Nigerian organizations. Making changes in

individuals and groups. Theories of behavioural change in managing resistance to planned changes. Behaviour modifications; formal work systems. The limitations of policies, law regulations, and the general rules of civil service procedure in controlling human behaviour. Application of concepts to the Nigerian work environment.

17. MGT 363.2: Production Management

Definition and scope of production management. Types of production systems. Production operational planning and control with illustration in batch production systems; mathematical techniques of production planning and control viz, statistical methods (eg. Forecasting. Quality control and operational research techniques e.g sequencing, activity-network analysis, methods, linear programming, queuing theory, line balancing, simulation etc. Materials management-storage and inventory control, purchasing, internal transportation and materials handling, capital resources management, sources of industrial finance, budgets and budgeting control, factory location and layout plant maintenance and replacement policies. Human management to the behavioural approach embracing personnel management and the scientific approach embracing work study.

18. MGT 365.2: Organizational Development

Planned change aimed at improving organizational problem solving and renewal process-utilizing the applied behavioural sciences and experience based learning. Student will examine theory and techniques of organizational diagnosis and interventions. Organization analyses and Transformation; Organizational Development Interventions; Human Process Interventions; Human Resources Management Interventions; Technological and Socio-technical Interventions and Strategic Intervention.

19. GES 300.2: Introduction to Entrepreneurial Skills II

Theories and concept of entrepreneurship, self-assessment and entrepreneurship process, characteristics and background of entrepreneurs, business opportunities for the entrepreneurs, choosing a legal form of business ownership, starting a new small business, business location and layout analyses, business ethics, causes of small business failure and success, basic budgets for profit planning, keeping records in small business, financing small business in Nigeria, cash management and borrowing techniques, risk management for small/medium enterprises, retailing business plan schedule, business plan for small manufacturers, role of accounting information systems and essential records in the management of small and medium enterprises, inventory management, reducing shoplifting/losses and marketing for entrepreneurs etc.

20. MGT 450.1: Business Policy and Strategy I

Concepts of strategy in relation to businesses, corporations and management. Linkages between organization and their environments. Concepts of policies. Decision-making, business objectives, performance criteria, structure, and managerial behaviours practices in calculation of simple financial and economic indices from business data and other accounting information. Learning the behavioural implications of causes of action. Analyzing a fit opportunities of public liability companies from their published annual reports. Developing clear business objectives to clear strategies and policies, and presenting structures that are capable of being used in implementing chosen strategies. Organic business functions, marketing production, finance and personnel in Nigeria. Management process of corporate planning, budgeting and control, business performance appraisal, management by objectives, motivating group and individual efforts, and generally relating an organization to the changes taking place in its environment. Predicting the dynamic environment. Impact of environmental changes on

the strategies and performance of a firm. Analysis of the role of an employee and managerial behaviour in success or failure of strategy implementation. Integrated analyses. Recent developments affecting the strategy formulation and implementation processes on firms in Nigeria.

21. MGT 452.1: Advanced Management Theory

Management theory, science and practice. Formal approaches, interpersonal approaches. The Economic approach. The analytical approaches, The Decision approaches, The Intuitive approach in decision making, organization design, The Political approach, conflict management in organizations, Organizational change and Development.

22. MGT 453.1: Management Information System

Introduction to and Fundamentals of Data Processing – brief history and conventional data. Processing methods; Manual methods and mechanized methods. Classification of systems and their relative merits. Closed loop and open loop system; effect on time-lag; the total system approach and objectives total systems and subsystems. Data processing and Management Information Systems (MIS). The organization of MIS including the use of mechanical and electronic accounting machines, flow charting and the principles of system design and documentation. Management uses of the information output as a basis for developing criteria and systems. Information needs of management and design of MIS. Computer and data processing-evolution of the Computer and the Computer system input, output and central processing unit. Hardware and software, introduction to common computer programming languages used in business (Micro-soft Office packages) Electronic, Data Processing (EDP) methods; batch processing, real-time processing and the management of EDP. Business Systems hierarchical structure of Organizations; the sub-optimization issues.

- 23. MGT 454.1: Labour Economics**
This course provides knowledge of the function and dynamics of labour market. It looks at employment issues, wage and income determination, work measure, factor of production, macro and micro analysis of labour markets, monopsony, personnel economics, hiring and incentives, employment issues in different regimes, unemployment issues, taxes, impact factors, labour markets, labour demands (long and short run) and supply, labour demand elasticity, non-wage labour cost, economics of education, compensating differentials, workers mobility, gender, race and ethnicity issues as it affects labour and basic principles of labour law.
- 24. MGT 455.1: Labour Law**
Legislative history in the areas of labour administrations, origin and purpose of each legislation e.g trade union acts, labour and trade disputes act. Judicial decisions including arbitration panels and industrial court awards. The impact of labour laws on industrial relations activities and strategies in Nigeria.
- 25. MGT 470.1: Research Projects**
Every student taking this course will be required to complete and submit a “research project” in management area.
- 26. MGT 451.2: Analysis for Business Decision**
Elements of decision analysis, types of decision situations, decision trees. Operations Research Approach to decision and analysis, systems and system analysis, modeling in Operations Research, simulation, as for Operations Research, analysis liner programming-graphical, simplex, transportation and assignments algorithms; conflict analysis and games, Markov analysis, activities network analysis, queues inventory, replacements, line balancing-rating and sequencing and search.

- 27. MGT 456.2: Entrepreneurial Dev./Feasibility Studies**
Entrepreneurial theories, interpersonal, or personal characters and behavioural traits of entrepreneurs. Financial aspects of entrepreneurship in which business success is most commonly reflected. External aspects of entrepreneurship. The entrepreneur and National economic development. Role of Federal, state and local governments in small and medium scale enterprises promotion. Special development programmes. E.g. NDE, NAPEP, ADP, etc.
New venture creation, entrepreneurship in theory and practice, the opportunity, forms of business, staffing, marketing and the new ventures, determining your capital requirement, raising capital cost, financial planning and management, starting a new business, innovation, legal responsibility, insurance and environmental consideration. Finally, students are expected to prepare a feasibility study for a business of their choice. Every student taking this course will be required to complete and submit a business plan (feasibility study) in any chosen area of business. Such areas include: soap/Detergent, tooth brushes and tooth paste making, Photography, etc.
- 28. MGT 457.2: Business Policy and Strategy II**
Development of clear business objectives; setting clear strategies and policies and presenting structures that are capable of being used in implementing chosen strategies. Organize business function of marketing, production, finance and personnel in Nigeria, management process of corporate planning budgeting and control, business performance appraisal, management by objectives, motivating groups and individual efforts and generally relating organization to changes taking place in its environment. Predicting and dynamic environmental changes on strategies and performance of a firm. Analysis of the roles of employees and managerial behaviour in success or failure of strategy implementation. Integrated analysis. Recent development

affecting strategy formulating and implementation process of firms in Nigeria. Introduction to Case Analysis Method.

29. MGT 458.2: Comparative Management

The comparative approach to management and administration. Elements of management and administration. The skill of management in private and public sectors. The military administrator, the civil servant, the manager, as interchangeable expert. Constraints of organizational setting on the management of group activities. Profiles of Nigerian executives that have moved from public to private sector, and vice versa. The use of management consultants and management contracts in streamlining the operation of Nigerian Railways, Nigerian Port Authority, Nigerian Airways and the Nigerian National Petroleum Corporate (NNPC). Theories of comparative administration. Theories of comparative management and human, resource managerial model that meets the needs of private and public sectors. Motivating personnel, controlling and rewarding performance, training and developing staff, introducing change and modifying employee behaviour. The change – agent role of Nigerian professionals in undertaking comparative management and administration research. Comparative Nigerian Management Processes with Europe, Asia, USA, etc.

30. MGT 459.2: Corporate Social Responsibility

This course is designed to train the students to be able to identify, analyze and understand business operations in relations to the society. It will cover basic conceptual and ideological prescription for business behaviour, business and changing values, business and government business and its employees and future force/pattern of business society relationship.

Learning outcomes

- * How CSR can contribute strategically to an organization's performance.

- * CSR Processes and tools
- * Prioritizing stakeholder relationships and how to manage them
- * Conducting business ethically
- * Measuring and reporting CSR performance

Course content

A. Introduction

- * Meaning of Corporate Social Responsibility
- * Origin and Evolution of Corporate Social Responsibility
- * CSR and development issues
- * Stakeholders of business/Ethical Responsibilities to stakeholders, the importance
- * Corporate Social Responsibility: Key Issues and Debates
- * The advantages Vs disadvantages of CSR from a neoliberal perspective
- * CSR and Stakeholder Theory
- * Radical Critiques of CSR

B. CSR models and frameworks

C. Drivers and benefits of CSR

D. Aligning CSR to business strategy

E. CSR – The Nigerian Perspective

- * Reasons for the neglect of CSR in Nigeria

F. Approaches and Progressive Strategies to CSR

G. Business Decision Making (Ethics and Management)

Issues such as what constitutes ethical and unethical Workplace Behaviour, How

To make ethical decisions, influences on ethical decision making, practical steps

To ethical decision making, codes of ethics, ethics training and ethical climate.

H. Corporate Governance

- * Does CSR support the bottom line?
- * Is CSR contrary to the responsibilities of corporate directors?
- * CSR versus corporate accountability
- * Confronting corporate power

I. Non-government organizations (NGOs) and civil society organizations (CSOs)

J. Global political institutions

K. Measurement and reporting on CSR (Ethical and Social Audit)

L. Government's Regulation of Business (Government and Government Organizations)

M. Case Study.

31. MGT 460.2: International Business

The nature of international business, challenges of international business, ethical issues in international business, international trade theories, risks in international business, corporate social responsibility in international business, modes of entering into international markets, functions of international business managers, employee's motivation in international business, human resources management in international business, organizational structure in international business, production management in international business, economic factors in international business, legal and political factors in international business,

socio-cultural factors in international business, protectionism and trade liberalization, tariff system in international business, distribution channels place in international business, international business marketing communication (promotion) etc.