

Course specifications for PhD in Business Administration

BUS 700 Human Resource Management

The purpose of this doctoral seminar in Human Resource Management (HRM) is to provide an intensive introduction to the basic functions and current issues in HRM. Both macro- and micro-level aspects of managing employees are examined. The course explores the concepts, processes, and interventions of the HRM function, and selected topics provide students with a broad overview of the core concepts and theories that underpin both HRM research and HRM practice.

BUS 701 Quantitative Analysis for Research

This course aims to provide doctoral students with knowledge and skills related to quantitative research methods. It is designed to lay the foundation for sound empirical research in business. Doctoral students learn how to evaluate theoretical and research designs and gain familiarity with sampling procedures and data collection instruments. The course covers univariate, bivariate, and multivariate statistical techniques with business applications to analyze and solve business problems quantitatively. Students also become acquainted with various research design approaches and are supported in developing and evaluating empirical research papers.

BUS 702 Management Theory and Practice

The purpose of this course is to provide an understanding of the historical development of research in the field of management and its scientific and philosophical foundations. The course also addresses established theories as well as those at the forefront of contemporary management research.

BUS 703 Organizational Learning

This course focuses on fundamental issues in organizational learning and knowledge management (OL/KM), covering both theoretical and practical aspects related to organizational development and growth, with particular emphasis on achieving and sustaining competitive advantage. The course highlights how long-term competitive advantage emerges from an organization's learning capabilities. It examines organizational structures, processes, culture, values, and leadership roles that support effective learning and knowledge strategies. Through the review of seminal works in the field, the course adopts a blended learning approach.

BUS 704 Quality Management and Organizational Excellence

This course is designed to provide future researchers with an overview of quality management concepts, tools, and techniques used to improve quality and customer satisfaction. It covers quality management approaches, the design and implementation of quality-related procedures, and related technologies for enhancing goods, services, and the overall business environment.

BUS 705 Operations and Supply Chain Management

This course covers a wide range of topics in operations and supply chain management (OSCM). The field draws on strong theoretical and historical foundations from disciplines such as logistics, purchasing, distribution, transportation, manufacturing, and production. The course integrates operations management and supply chain management to reflect their interrelated nature. It explores the historical development of these research areas, key theoretical principles,

and their application in problem solving across intra- and inter-organizational contexts. Students are encouraged to position their research within the broader field of operations and supply chain management.

BUS 706 Strategic Management and Policies

This course focuses on advanced concepts, issues, challenges, and developments in strategic management. It comprehensively covers contemporary theoretical and practical challenges associated with achieving sustained competitive advantage. The course examines how organizations exploit resources and capabilities to respond to environmental dynamism and complexity. Students analyze key developments in strategic management theory and practice through individual and group projects.

BUS 707 Leadership Theory

This doctoral seminar provides an advanced and comprehensive exploration of leadership theory. It critically examines a wide range of perspectives, including trait, skill, and behavioral approaches; transformational, ethical, authentic, servant, destructive, and empowering leadership; and leader–member exchange theory. The course offers an in-depth understanding of foundational concepts and theories that drive leadership research and practice, drawing on both seminal works and contemporary empirical studies.

BUS 723 Entrepreneurship: Theory and Practice

This course introduces students to the theory of entrepreneurship and its practical implementation in order to develop students' understanding of advanced topics in entrepreneurship theory, processes, and practice. The student will be able to explore the influence of socio-economic factors in supporting the creation of new ventures as well as in enhancing the performance of existing organizations by generating and monetizing innovative business ideas. Recent research, including the theories, concepts, and practices of entrepreneurship, will be discussed as a foundation for students' own research in this course.

BUS 794 Scientific Research Methods

This course aims to equip students with the skills necessary to conduct rigorous and credible academic research. It introduces a range of research methodologies and methods and provides professional training across the full research process, from data collection to analysis and presentation of findings in both theoretical and practical contexts.

BUS 795 Current Topics in Teaching

This course aims to develop PhD students' teaching competencies in higher education by exposing them to contemporary teaching practices. Students gain hands-on experience through course preparation, mentoring, reflective practice, and teaching evaluation, enabling them to become effective and impactful university instructors.

BUS 799 Doctoral Thesis

The purpose of the doctoral thesis is to guide students from the initial formulation of a research idea through the development of a coherent research structure, strategy, and scholarly writing. Students are required to conduct original research, present their findings,

