

## **Business Administration Doctoral Program (Ph.D., 2 to 5 Years)**

### **Degree: Ph.D.**

This is a program designed for highly motivated students wishing to acquire advanced research and intellectual (analytical) skills in the area of business administration. The aim of the program is to prepare a generation of highly effective PhD scholars aiming to pursue careers in the academia or consulting in the private or public sector. The program provides students with a solid theoretical background and the opportunity to conduct innovative, highly focused research in business administration, for the purpose of creating new knowledge.

### **Description**

The Business Administration Doctoral Program admits students who are interested in pursuing research mainly in areas related to marketing, human resources and organizational behaviour, and entrepreneurship. The first two years of the program involves coursework, culminating in a comprehensive exam after which another two to three years are spent on research and completion of a doctoral thesis. All doctoral students are expected to contribute to scientific literature in their field through at least one publication in a journal covered by the SSCI (Social Sciences Citation Index). PhD program consists of 7 courses, a PhD qualification exam after the completion of the courses, a seminar and a thesis. The medium of the PhD program is in English.

### **GENERAL OBJECTIVES:**

To provide training to PhD candidates to be independent scholars and researchers, who can work at a local or an international level. The program is course and research based and focuses on qualitative and quantitative skills and global perspectives – enabling students to engage in research projects with faculty early in the doctoral program. The curriculum purports to prepare people for stimulating careers in universities and research institutions, in public and private organizations and agencies, as well as prepare top managers to be able to manage within complex and dynamic business environments. Through this doctoral program the School of Business delivers the highest quality management education seeking to further enhance the doctoral students' research and management skills and

knowledge of business and management issues by offering courses on how organizations and their top managers can best manage internal and external challenges.

### **SPECIFIC OBJECTIVES:**

- To prepare a small, select group of exceptional students to hold university faculty positions or conduct original research in the corporate or public sectors, or get high level positions in industry.
- To help students acquire critical appraisal of the concepts and theories that underlie the nature and practice of management science and the extension of the processes of inquiry (problem solving, critical thinking and research) for the development and testing of knowledge.
  - To expose, coach and mentor students to recognize and understand the diverse areas of specialized and advanced practice in management, guided by the current state of knowledge and societal/business needs,
  - To provide students with the learning foundations for the continuing evolution of new knowledge both in management science and in other related disciplines.
  - To cultivate among students that their graduate education, which focuses on the discovery and refinement of knowledge, requires a high level of inquiry and the development of a collaboration effort and spirit between faculty and students.
  - To foster and nurture the diverse and varying educational, personal, and cultural backgrounds and experiences of students in an educational environment that encourages and promotes the free interchange among scholars and between teachers and students
  - To help meet the increasing need for qualified, rigorously trained business faculty as well as provide rewarding career opportunities for students.

### **LEARNING OUTCOMES:**

Upon successful completion of this program, the students should be able to:

- Have acquired a general understanding of fundamental management concepts and theories as well as a thorough understanding and mastery of current issues at the frontier of knowledge in their chosen specialization.
- Have developed the ability to conduct independent and original research as well as overall be effective researchers and motivating educators, as many are expected to continue in their careers with academic institutions.

- Generate knowledge that is inventive and rigorously tested within their selected area of specialization in Management Science;
- Provide leadership in Management science as well as in various professional and public groups;
- Test, generate and extend knowledge relevant to management practice within a variety of business and societal settings.
- Have acquired multiple perspectives of knowing and also acknowledge multidisciplinary contributions to knowledge generation;
- Use critical and reflective analysis of their further and life-long learning. They will learn how to learn.
- Communicate effectively, both verbally and in writing, in private and in public

### **EMPLOYMENT OPPORTUNITIES:**

PhD graduates will acquire the necessary conceptual skills to pursue careers in an academic and/or research environment in Cyprus and abroad. The methodological skills they will acquire, combined with the innovative nature of their dissertation qualifies our PhD graduates with career prospects in academia and consulting areas.

### **Admission Requirements**

Applicants to doctoral program are strongly encouraged to submit a 5000 word statement of purpose outlining their research interests and intentions. There are no set limits to the academic fields that we recruit from but we insist that all doctoral applicants have strong bachelors and masters background that is highly relevant to proposed area of research

### **Research Interests**

The following is an indicative list of our research interests at doctoral research level: nonunion employee representation plans, unionization, network relationships in IR systems, positive employee-employer relations, employee development, sustainable development strategies, stakeholder relationships, corporate social responsibility, international marketing, consumer behavior, entrepreneurship, business development services, cognitive styles, human resource management, recruitment and selection, organizational justice, customer satisfaction, service marketing, service quality, export models for SME's.





## *Degree Requirements*

Course Code	Course Title	Credit	Lecture Hour (hrs/week)	Tutorial (hrs/week)	ECTS
BSNS 600	<b>Ph.D Thesis</b> In a PhD thesis, at least one of the following is sought: Introducing an innovation to science, developing a novel scientific method, applying a known method to a new field.	-	-	-	90
BSNS601	<b>Research Methods I</b> The course aims to give the PhD students “the methods to be followed after collecting data for a problem to be solved”. The main purpose of the course is to provide the PhD students with an understanding of research findings.	3	3	-	10
BSNS 602	<b>Research Methods II</b> This course aims to extend and deepen the understanding of different research approaches and methodologies in the social sciences and to develop skills for applying different research methods in the broad range of business and management disciplines. This course will prepare students to develop their research proposals and guide them through the process of identifying and formulating research problems, conducting literature review, choosing a theoretical perspective that will inform the methodology, selection of research strategy and design and the application of particular research methods of data gathering and analysis.	3	-	-	-
BSNS 603	<b>Strategic Management</b> The course will cover the importance of strategy in organizations and how it is managed. The external factors such as industry structure, competitive forces as well as the internal factors such as resources, capabilities and core competences will be discussed. Differentiation, cost leadership, innovation, entrepreneurship, vertical and horizontal	3	3	-	10

	integration and diversification as strategic alternatives will be reviewed. The concept of governance, design and culture will be debated. The course will also cover the main academic articles that have helped shape the strategic management literature and the current articles that have focused on corporate strategy in the management literature.				
BSNS 604	<b>Microeconomics</b> The course covers topics such as competitive firms and markets, competition in the short-run and in the long-run, general equilibrium and economic welfare, competitive exchange, efficiency and equity, market power, game theory, pricing and two-part tariffs.	3	3	-	10
ELQ1	<b>Elective Course</b>	3	3	-	10
ELQ2	<b>Elective Course</b>	3	3	-	10
ELQ3	<b>Elective Course</b>	3	3	-	10
REQ4	<b>Required Course</b>	3	3	-	10
REQ5	<b>Required Course</b>	3	3	-	10
BSNS 699	<b>Ph.D. Qualifying Exam</b> After the successful completion of the seminar and courses, the PhD qualifying exam measures the students' breadth of knowledge as well as the depth of their understanding in their field and their research capabilities in their PhD studies.	-	-	-	10
BSNS 698	<b>Seminar</b> The aim of the seminar course is to improve the student's skills in conducting research in an area of interest for the student, preferably a topic related to the thesis work, and reporting the research findings both verbally and in writing.	-	-	-	-
<b>Total ECTS</b>					<b>180</b>

## Elective Courses

<b>Course Code</b>	<b>Course Title</b>	<b>Credit</b>	<b>Lecture Hour (hrs/week)</b>	<b>Tutorial (hrs/week)</b>	<b>ECTS</b>
BSNS507	<b>Technology and Operations Management</b>	3	3	-	10
BSNS501	<b>International Business</b>	3	3	-	10
BSNS 508	<b>Innovation and Creativity</b>	3	3	-	10
BSNS 509	<b>Dynamics of Organizations</b>	3	3	-	10
BSNS506/606	<b>Data Analytics for Business/Advanced Business Statistics</b>	3	3	-	10
BSNS 510	<b>Creativity and Design Management</b>	3	3	-	10
BSNS 511	<b>Small Business and Entrepreneurship</b>	3	3	-	10
BSNS 512	<b>Corporate Financial Management</b>	3	3	-	10
BSNS 513	<b>Creative Thinking</b>	3	3	-	10
BSNS 514	<b>International Financial Reporting and Analysis</b>	3	3	-	10
BSNS 607	<b>Economic and Financial Networks</b>	3	3	-	10
BSNS 515	<b>Brand Communication</b>	3	3	-	10
BSNS 516	<b>Global Consumer Culture and Identities</b>	3	3	-	10
BSNS 517/617	<b>Consumer Behaviour</b>	3	3	-	10
BSNS 503	<b>Human Resources Management</b>	3	3	-	10
BSNS 502	<b>Marketing</b>	3	3	-	10
BSNS 518	<b>Integrated Marketing Communications</b>	3	3	-	10