

Rationale: *The primary mission of the St. Paul University-Manila's Master in Business Administration, major in Organizational Development is to prepare professionals to successfully lead learning and facilitate strategic change in different types of organization. It emphasizes practical application of change management theory for organizations grappling with successful adaption to globalization, rapid technological obsolescence and increased competition. The program learning process enables the students to master the behavioral, organizational, and diagnostic knowledge and skills required to facilitate interventions that will bring about growth and development.*

Admission Information:

The following are admission requirements for the St. Paul University-Manila Master's program. For inquiries, please contact Dr. Aldrin A. Darilag. adarilag@yahoo.com; adarilag@spum.edu.ph.

1. Completion of a bachelors of Science in Education or Bachelor of Arts in Education or other related fields.
2. Good scholastic record from any recognized and reputable nursing institution of higher learning (GPA of at least 85% in the bachelor's degree).
3. Possession of managerial posts in business institution is preferred.
4. Potential for graduate work and business leadership based on results of interview.
5. Duly accomplished application form together with the following documents:
 - a. Three letters of recommendation
 - i. One addressing the applicant's experience with / interest in / potential for education, and professional leadership skills
 - ii. One from a seasoned educator addressing the applicant's academic potential
 - iii. One letter of reference from an individual of student's choice (i.e. Dean, peers, former students etc.).
 - b. Copy of current CV or resume
 - c. Example of scholarly work or project
 - d. Personal statement of future goals / interest in organizational development (2 page maximum; 12 font, 1 inch paper margins)
 - e. Research Interest Essay (2 page maximum)

Mailing address for hardcopy submission:

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Graduation Requirements:

- GWA of 2.00 or better in all courses taken and in major courses provided there is no grade of 5.00 in both.
- Satisfactory Completion of the following: 21-unit core courses; 18-unit specialization/major courses; 3-unit Integrating Course; 6 unit Thesis Writing 1 & 2.
- Passed the comprehensive examination
- Satisfactory completion and submission of 6 bound copies of the thesis

Core Courses:	21 units
Major Courses:	18 units
Strategic Management	3 units
Comprehensive Exam	
Thesis Writing 1 & 2	6 units

	48 units

CORE COURSES (21 units)

- Information and Communication Technology for Managers (3 units)
- Managerial Accounting for Decision Making, Planning and Control (3 units)
- Financial Performance: Control & Measurement (3 units)
- Human Resource Management in Effective Organization (3 units)
- Statistical Thinking for Managers (3 units)
- Effective and Efficient Management of Operations (3 units)
- Creating Customers through Effective Marketing Management (3 units)

MAJOR COURSES (18 units)

- Total Quality Management (3 units)
- Strategic Human Resource Management (3 units)
- Power, Culture and Leadership (3 units)
- High Performance Team Development (3 units)
- Principles and Dynamics of Management (3 units)
- Organizational Change and Development (3 units)

Integrating Course (3 units):

- Strategic Management – 3 units

Comprehensive Examination

Thesis Writing 1 and 2 – 6 units

COURSE DESCRIPTION:

MBA200 Information and Communications Technology for Managers (3 units) This course presents Information and Communication Technology as a tool for managers to improve productivity and revenues, to decrease costs, and to achieve overall efficiency in the organization. These modern approaches to productivity include using information systems for business operations, managerial decision support, and strategic advantage.

MBA201 Managerial Accounting for Decision-Making, Planning and Controlling (3units) This course will equip the graduate school students in the MBA program with sufficient

understanding and technical know-how of accounting as a tool of management in the economic decision-making process of any business entity, be it service, trading, manufacturing or financing concern.

MBA202 Financial Performance: Control and Measurement (3 units) This course equips the business graduates school students with the knowledge of and proficiency in the concepts, standards, techniques, and methodologies applicable to sound financial resources management. The subject areas covered are concepts and standards of the finance functions, financial planning tools and techniques, working capital management, sourcing-out of short term and long-term financing and capital budgeting concepts and techniques.

MBA203 Human Resource Management in Effective Organization (3 units) This course aims to enhance the students' working knowledge, skills, and work values in leading people effectively in organizations. Topics include understanding and influencing positively the individuals in the organization, formulation and dynamics of various work teams, organizational development concepts and uses, and transforming traditional management to authentic organization leaders.

MBA204 Statistical Thinking for Managers (3 units) This course introduces the student to the essential ideas of statistical thinking, both in dealing with day-to-day operations and in finding opportunities for improvement. Students will learn to gather data objectively, summarize the data into understandable form, use probability ideas in understanding the data gathered, infer, and predict results based on the limited available data, and use modern technology to aid the process. Case studies and student designed projects enhance the student's understanding of the practical application of statistical methods.

MBA205 Effective and Efficient Management of Operations (3 units) This course is an introduction of concepts, principles and practices of effective and efficient management of business organizations. It involves creation and distribution of goods and services that focuses on quantitative techniques for problem solving and decision making in a variety of strategic and tactical areas of operations and management, including total quality management, product mix, process design, materials requirement planning, inventory control, and project management.

MBA206 Creating Customer through Effective Marketing Management (3 units) This course intends to develop the students' skills for customer relations and value creation to satisfy guests' needs. It deals with experiential sharing for methods of attracting customers, use of "magic words" to win an audience, as well as, techniques to attract interested

prospects. The students are further exposed to advertising and promotion methods in preparation for marketing management and strategies, business ethics, professionalism and total personality development preparation for marketing management and strategies, business ethics, professionalism and total personality development

MAJOR COURSES:

MBAOD 201 Total Quality Management (3 units) This course covers concepts, philosophies, principles and practices of managing quality as a process of continuous improvement in organizations. Emphasis is placed on managerial process underlying quality management in both goods-producing and service providing companies. The course is directed toward recognition and the strategic, tactical, and operational role of quality as a competitive weapon in the marketplace. Specific topics covered would include the historical perspective on quality, importance of quality, customer focus, continuous process and product improvement, and organization-wide involvement. Topical discussions are integrated using the systems approach in managing quality in organizations.

MBAOD 202 Strategic Human Resource Management (3 units) This course deals with the strategic perspective of modern human resource management theory and practice. It presents how the various human resource programs address the strategic trends and best practices in recruitment, managing people performance, compensation, training and development and employee welfare

MBAOD 203 High Performance Team Management (3 units) This course discusses the tools develop and sustain effective teamwork. It covers strategies to achieve the outcomes of a shared vision, individual and mutual responsibility, well-developed communication process, strong unified relationships, and coordinated effect among team members.

MBAOD 204 Power, Culture and leadership (3 units) This course deals with theoretical and practical approaches to influence and motivate people. The historical development is examined through readings and experience-based learning methods that focus on trait, behavioral, and contingency approaches to leadership. Special emphasis is given to contemporary approaches to leadership like cognitive, charismatic, and transformational leadership models.

MBA OD 205 Principles and Dynamics of Management (3 units) The course deals with the principles and practices of management as it is applied in different organizations. It provides the framework and analytical tools to cope competently with the changes in a global environment. The course will examine management principles as it relates to both social and economic factors. Topics include approaches to management, managerial functions, current management issues, systems thinking and learning organization.

MBA OD 206 Organizational Change and Development (3 units) This course provides insight into theory and practice and emphasizes the process of improving both organizations and individuals. It offers a study of different OD interventions and how these interventions have actually been used in organizations.

MBAOD 207 Strategic Management (3 units) This course is the capstone of the MBA program where the student is trained on the strategic management process. The course integrates the total knowledge and skills learned by the students from the various core and major courses, and tests his/her ability to look at the bigger picture of management and develop action programs. At the end of the course, the student is required to write a comprehensive strategy study on an existing company to be defended before a constituted panel.

Faculty Profile:

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Graduate School



MASTER IN BUSINESS ADMINISTRATION MAJOR IN ORGANIZATIONAL DEVELOPMENT

Prospectus