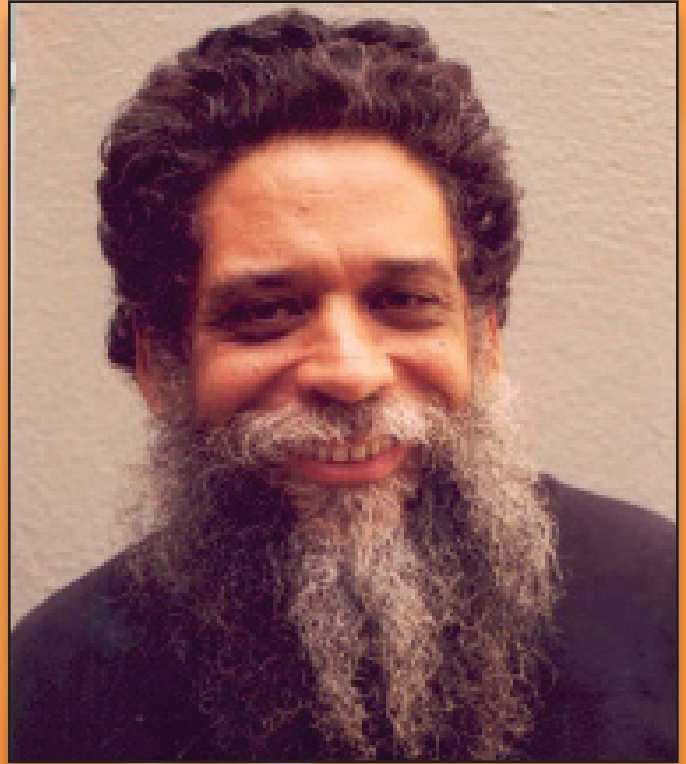# Faculty of SOCIAL SCIENCES

The Faculty of Social Sciences provides you with a choice of more than 30 graduate programmes. These are offered through our four departments: Economics, Government, Management Studies, Sociology Psychology and Social Work, as well as the Sir Arthur Lewis Institute of Social and Economic Studies (SALIS-ES) and the Mona School of Business (MSB). The majority of our programmes are Taught Masters degrees but you can also do one of our research based MPhil or Doctoral programmes.

The MSc is offered in most disciplines. There are also specialized degrees such as the Masters in Social Work (MSW). The Masters and Executive Masters in Business Administration (MBA, EMBA) as well as the more recently launched Masters in Business Management (MBM) are offered by the MSB along with a postgraduate Diploma in Business Administration. In choosing one of these degrees you will be joining the over 1200 students who do Taught Masters degrees in the Faculty each year.

For those interested in Research Degrees, MPhils and PhDs are offered in the departments of Government and Sociology, Psychology and Social Work as well as SALISES. The latter offers an interdisciplinary degree in three areas of concentration: Economic Development Policy, Governance and Public Policy and Social Policy. The Mona School of Business also offers a Doctor of Business Administration with cohorts accepted every other year.

The fees vary depending on the degree of subsidy included. The degrees with the most significant subsidy are the MSc Economics, MSc/MPhil/PhD Government, MSc/MPhil/PhD Sociology, Master in Social Work and MSc Demography.

The standard requirement for acceptance is a good first degree in the social sciences or a related field. Acceptance to do a PhD is usually through the corresponding MPhil programme. Candidates who did not do a first degree in their chosen area of postgraduate specialization may need to do additional stud-

ies. In some disciplines there is a specially designed Diploma to facilitate this transition. Enquiries should be made of the relevant unit within the Faculty.

There are many benefits to be gained from postgraduate studies which can lead to significant personal and professional development. At the same time, you must be prepared to make a significant step up from undergraduate studies in terms of the input you will need to make and the demands that you will have to meet. If you are ready for the challenge, the Faculty of Social Sciences may have just the programmes that you need.

Dr. Mark Figueroa
Dean

The Gloria Thompson Garden

# DEPARTMENT OF ECONOMICS

Head:   Damien King, BSc, York, MSc UWI,
         PhD NYU

The Department of Economics offers the following Graduate Programmes:

► MSc Economics
► MSc International Economics and International Law

## MSc Economics

### Programme Objectives

► The main objective of the MSc Degree at Mona is to produce graduates who are internationally competitive in research skills, with a thorough understanding of economic theory and its main subdisciplines, and sensitive to the economic issues of the Caribbean.
► Graduates are prepared to function effectively in both the public and private sectors.

### Entry Requirements:

Our admission process is highly selective. Any well-qualified person with a First Class or Upper Second baccalaureate degree from a recognized college or university may apply for the graduate admission to the Economics Department. It is not essential though an asset that the undergraduate degree be in economics, however some preparation in under-graduate economics, especially in economic analysis is desirable. Similarly, a working knowledge of calculus, matrix algebra and statistical methods is essential. Students without adequate knowledge may be accepted but will be asked to take some departmental courses at the discretion of the Selection Committee. Some students may also be accepted subject to their completion of a qualifying year. All courses, including departmental requirements, must be passed with a grade "B" or better. Students will be asked to withdraw from the programme after failing five (5) courses or if the same course is failed twice.

### Seminars

Students are required to be present at all the Graduate Seminars for a full academic year.

### Duration of programme

Two years full-time

### Programme Structure

The programme consists of twelve (12) full-semester graduate courses, three credits each. Four (4) courses (Microeconomic Theory I, Macroeconomic Theory I, Economic Development I, Econometrics I) will constitute the core of the programme which all students will be required to take. In addition, each student will be required to major in two (2) field courses, and any other four (4) electives. A field consists of two (2) sequenced courses.

*Year 1*        *Semester 1*

1.        Microeconomic Theory I
2.        Macroeconomic Theory I
3.        Either Economic Development I or
          Econometrics I
4.        Graduate Seminar

*Year 1*        *Semester 2*

1.        Microeconomic Theory II
2.        Macroeconomic Theory II
3.        Either Economic Development II or
          Econometrics II
          or
          International Economics II (with
          Lecturer's permission)

*Year 2*        *Semester 1*

1.        Either Economic Development I or
          Econometrics I
2.        Students choose the fields they
          want to pursue:
          i.        International Economics
          ii.       Monetary Economics
          iii.      Game Theory
          iv.       Financial Economics

*Year 2*        *Semester 2*

1.        Either Economic Development II or
          Econometrics II
2.        Students complete the fields that

they chose:

i.        International Economics
ii.       Monetary Economics
iii.      Game Theory
iv.       Financial Economics

*Students who are mandated to complete some departmental requirements would not follow the stated programme structure. These students would be given academic counselling to ensure appropriate course selection during registration.

## COURSES (Core)

| Course Code | Course Name | No. of Credits |
|---|---|---|
| EC61A | Microeconomic Theory I | 3 |
| EC62A | Macroeconomic Theory I | 3 |
| EC63A | Economic Development I | 3 |
| EC65A | Econometrics I | 3 |

## COURSES (Electives)

| Course Code | Course Name | No. of Credits |
|---|---|---|
| EC61B | Microeconomic Theory II | 3 |
| EC62B | Macroeconomic Theory II | 3 |
| EC63B | Economic Development II | 3 |
| EC65B | Econometrics II | 3 |
| EC68A | Monetary Economics I | 3 |
| EC68B | Monetary Economics II | 3 |
| EC69A | International Economics I | 3 |
| EC69B | International Economics II | 3 |
| EC69C | International Trade Policy | 3 |
| EC73A | Game Theory I | 3 |
| EC73B | Game Theory II | 3 |
| EC75A | Financial Economics I | 3 |
| EC75B | Financial Economics II | 3 |
| EC76A | Directed Readings I | 3 |
| EC76B | Directed Readings II | 3 |
| EC77B | Economic Growth Theory I | 3 |

### EC61A & EC61B/ Microeconomic Theory I&II

***Course Description:***

This two course sequence is a survey of microeconomic principles, problems and applications, with most of the emphasis on principles. The course will assume familiarity with linear algebra and calculus and will sometimes make use of more advanced mathematical tool. Microeconomic Theory I presents the general equilibrium and partial equilibrium models of price formation under conditions of perfect competition. In doing so, there are in-depth analyses of the theory of consumer under certainty and the theory of the perfectly competitive firm. Microeconomic Theory II explores the formation of prices under conditions of imperfect competition. In doing so,

there is in-depth analysis of consumer choice under uncertainty, the behaviour of firms under various assumptions of imperfect competition, and the formation of prices in the presence of externalities.

## EC62A & EC62B/ Macroeconomic Theory I&II

### Course Description

The purpose of these courses is to introduce the student to the analysis of macroeconomic issues at a more advanced level. The emphasis in the first semester course is on becoming familiar with the techniques and basic models of analysis that macroeconomists use. Students will explore models that uncover fundamental relationships and are suitable for analysis of economic fluctuations – the representative agent and overlapping generations' model. Also, time will be spent reviewing the mathematical prerequisites necessary to manipulate the models you will encounter later in the course. In the second semester course, the objective is to cover the various approaches to explaining to the phenomena of economic growth. At the end of the sequence, the student will have an understanding of why and how economies experience cyclical swings and grow over time, as well as have the basic tools to work through published economic literature in order to deepen and extend his or her understanding in these and other areas. Essentially, students will be exposed to a smaller number of topics, but in rather great depth than in the first course.

## EC63A & EC63B/ Economic Development I&II

### Course Description

The sequencing of the contents of the two courses has been organized so as to complement each other, while integrating theory and practice in policy-making. Economic Development I surveys theories of economic development/ underdevelopment with special reference to the Caribbean. Students are exposed to the main schools of economic thought with respect to development and growth. It examines the meanings and measurement of development and growth and then reviews development theories and policies. This is a core course in the MSc programme that all students are required to take. Economic Development II is strongly oriented to research and uses a seminar format. Students are required to prepare research papers on topics selected for their relevance and importance to the formation and implementation of development policy in the Caribbean. Emphasis is on building research, writing and presentation skills.

## EC65A & EC65B/ Econometrics I&II

### Course Description:

This two-course sequence in econometric theory and analysis is intended to be an introduction to advanced econometric theory and analysis. It is intended to prepare both those who will go on to further study in economics and those for whom the MSc is the terminal degree. Given these two goals for the courses, they contain a combination of theoretical

analysis and computer applications. It is assumed that students have a background in calculus, matrix algebra, statistical analysis and probability theory. Topics include: single equations problems, distributed lags, simultaneous equation models, time series analysis, model specification, estimation and testing.

## EC68A & EC68B/ Monetary Economics I&II

### Course Description

The first course, Monetary Economics I, is designed to cover basic concepts and issues in monetary theory; demand for and supply of money and credit, and interest rates theory. Students are encouraged to be familiar with both theoretical developments and empirical works. The second course, Monetary Economics II, covers materials related to monetary policy and its role in affecting economic activity at advance levels. It is assumed that students are familiar with basic economics, monetary theory, mathematics, and statistics. Included are: the financing of government spending, seigniorage, deficit and national debt, and inflationary dynamics.

## EC69A & EC69B/ International Economics I&II

### Course Description

The first of this two-course sequence exposes students to advanced international trade theory and empirical tests of trade models. Included are classical trade models, neoclassical trade theory, new

trade theories, economic integration and trade and development. The second course focuses on issues in international finance. As such it offers explanations of exchange rate determination, balance- of-payments fluctuations, and currency crises. It includes an analysis of the comparative benefits of various exchange rate arrangements.

## EC69C/ International Trade Policy

### Course Description

This course complements the international trade theory course by exposing students to current issues in international trade policy. The emphasis is on the policy choices facing developing countries in the international trading system. Included are the World Trade Organization, trade in goods, trade in services, trade related intellectual property rights, regionalism and unfair trading practices.

## EC73A & EC73B/ Game Theory I&II

### Course Description:

The Department offers a two-course sequence in Game Theory. This sub-discipline has become extremely important in modern graduate curricula because of its mathematical novelty and its applicability to many social and economic problems. Beyond the theory, students are exposed to a variety of applications to bargaining problems especially where they are relevant to policy formation. Included are: the rules of game, topics in moral hazard and signal games.

## EC75A & EC75B/ Financial Economics I&II

### Course Description

The first course, Financial Economics I, in this two-course sequence is a general introduction to modern methods in finance and financial economics. It concentrates mainly on the capital assets, stocks in particular. The second course, Financial Economics II, covers the empirical applications of modern methods in finance and financial economics. This course reviews selected current research topics in the literature and the empirical methods used in these studies. Upon completing the course, students will become familiar with some of the recent literature in financial economics and the methodologies involved. Included are: mean-variance portfolio theory, asset pricing theories, market anomalies, and international stock price movements.

## ]EC76A & EC76B/ Directed Readings I&II

### Course Description

This is a research based course within which the student is assigned a supervisor. The Supervisor directs the reading material based upon the agreed topic. The topic that is chosen is usually based on a course that was not taught in that academic year. The Supervisor then indicates the expected coursework to be completed by the student which would constitute the grade of the course.

## EC77B/ Economic Growth Theory I

### Course Description

In the last two decades, several recent developments in the theory of economic growth have been made. These developments, which offer to address the dynamics of economic growth without a resort to shift parameters, may be useful summarized under the heading of Models of Endogenous Economic Growth and Innovation'. A primary objective of this course will be to introduce and guide students through this new literature, which will be situated within the dominant modern theoretical traditions in economic growth. Included are: introduction and overview of the issues in growth theory, equilibrium and non-equilibrium growth theory.

### Additional Notes

#### Graduate Seminar Series

The Department hosts a weekly seminar series where faculty, graduate students and private and public sector leaders are invited to make presentations on current research work. The primary objective of the series is to expose students to a wide range of issues and ideas surrounding the changing economy and the world of work. This exercise is mandatory for all graduate students.

#### Summer Internship Programme

An important component of the MSc programmes is the summer internship exercise in which students are placed in public or private sector institutions in the Caribbean as researchers. The programme runs for 6-8 weeks during which time the advantage to

the student is exposure to, and the experience of, the real world of decision-making.

The MSc Economics Internship programme has proven very successful with the overwhelming support and participation of central banks, ministries of finance, private insurance companies, and various statutory bodies of the governments in the Caribbean.

### Scholarship and Awards

Students reading for higher degrees are an important and valuable asset to the University. Continuing efforts are being made to increase the size and sources of funds available for graduate students. The University currently offers twelve (12) awards annually for graduate study and research purposes and administers awards on behalf of donors e.g. PCJ and Starr Foundation Fellowship.

The Department of Economics is in a position to offer several departmental awards to students registered for full-time study. These will be financed by both departmental and non-departmental sources. Recipients of these awards are required to perform duties such as invigilating, grading examinations and conducting tutorials and research.

In addition, the Department administers awards on behalf of the Bank of Jamaica (The G. Arthur Brown Scholarship) and The De La Rue Group plc (The Thomas De La Rue Scholarship and De La Rue Currency Scholarship). Consult the Department for details.

**Department Contact Information:**

Office #: 876-977-1188

Fax #: 876-977-1483

Email address: econ@uwimona.edu.jm

Website: http://www.mona.uwi.edu/economics

Programme Coordinator: Marie Freckleton (PhD)

## MSc International Economic International Law

### Programme Objectives

The MSc Degree in International Economics and International Law aims to:

- Provide students with the skills necessary for economic analysis of international trade issues.

- Expose students to recent developments in international trade theory and international trade policy.

- Provide students with an understanding of the principles and practice of International Law.

### Entry Requirements

The admission process for this full-time, two (2) year, programme is highly selective. All applicants must have a baccalaureate degree from a recognized University with at least an upper second class honours, preferably in Economics or Law. Where necessary, students may be required to take some departmental courses. All courses, including departmental requirements, must be passed with a grade "B" or better. Students will be asked to withdraw from the programme after failing five (5) courses or if the same course is failed twice.

*Seminars*

Students are required to be present at all the Graduate Seminars for a full academic year.

*Duration of programme:* Two years full-time

*Programme Structure*

The programme consists of eleven (11) full-semester graduate courses and an internship of eight (8) weeks, three (3) credits each. Six (6) courses will constitute the core of the programme which all students will be required to take. In addition, each student will be required to select five (5) electives, at least two (2) from Law and at least two (2) from Economics.

The courses available in any academic year will be dependent on the current graduate course offerings and the graduate timetables from both Departments of Economics and Government. Students, with permission, can select graduate courses as electives that have not been listed.

## COURSES (Core)

| Course Code | Course Name | No. of Credits |
|---|---|---|
| EC61A | Microeconomic Theory I | 3 |
| EC62A | Macroeconomic Theory I | 3 |
| EC69A | International Development I | 3 |
| GT62B | Selected Issues in International Law | 3 |
| GT62G | The World Trading System | 3 |
| GT62K | International Economic Law | 3 |

## COURSES (Electives)

| Course Code | Course Name | No. of Credits |
|---|---|---|
| GT62C | The Law and Politics of the Sea | 3 |
| GT62L | International Trade and the Environment | 3 |
| EC61B | Microeconomic Theory II | 3 |
| EC62B | Macroeconomic Theory II | 3 |
| EC63A | Economic Development I | 3 |
| EC65A | Econometrics I | 3 |
| EC69C | International Trade Policy | 3 |
| EC73A | Game Theory I | 3 |

## EC61A / Microeconomic Theory I

### Course Description

This course is a survey of microeconomic principles, problems and applications, with most of the emphasis on principles. The course will assume familiarity with linear algebra and calculus and will sometimes make use of more advanced mathematical tool. Microeconomic Theory I presents the general equilibrium and partial equilibrium models of price formation under conditions of perfect competition. In doing so, there are in-depth analyses of the theory of consumer under certainty and the theory of the perfectly competitive firm.

## EC62A / Macroeconomic Theory I

### Course Description

The purpose of this course is to introduce the student to the analysis of macroeconomic issues at a more advanced level. The emphasis in the first semester course is on becoming familiar with the techniques and basic models of analysis that macroeconomists use. Students will explore models that uncover fundamental relationships and are suitable for analysis of economic fluctuations – the representative agent and overlapping generations' model. Also, time will be spent reviewing the mathematical prerequisites necessary to manipulate the models you will encounter later in the course.

## EC69A/ International Economics I

### Course Description:

This course focuses on issues in international finance. As such it offers explanations of exchange rate determination, balance-of-payments fluctuations, and currency crises. It includes an analysis of the comparative benefits of various exchange rate arrangements.

## GT62B/ Selected Issues in International Law

### Course Description

This course examines the extent to which Public International Law contributes to international order and development in a number of contexts. It is concerned with the ways in which Public International Law has influenced approaches to the Use of Force, foreign investment, and the promotion and protection of human rights. Special emphasis will be placed on the role of international organisation in the formulation of legal regimes for international order and in fostering international development. At the same time, attention will also be focused on the precise operation of legal rule at the international level.

## GT62G/ The World Trading System

### Course Description

The course will first examine the legal institutional/constitutional structure of the WTO. This will be followed by an examination of the basic theory of trade liberalisation, and the related core obligations of the

two most important WTO Agreements regulating trade in goods and services - the GATT and GATS respectively. The main objectives of this course are to demonstrate an understanding of the constitutional/philosophical underpinnings of the international system of international trade regulations; identify/outline the main rules/principles of the system; determine the extent to which the system is representative of the interests of developing countries; understand the relevance of WTO; understand the relevance of WTO - compatability re: the relationship between regional/preferential trade arrangements and the WTO; appreciate the relationship between globalisation and the movement towards the inclusion of new/emerging issues (especially labour and the environment) and their significance for the continued participation of developing countries in the system and demonstrate an understanding of the fundamentals of the dispute settlement.

## GT62K/ International Economic Law

### *Course Description*

This course emphasises the importance of legal prescription/regulations in achieving 'global economic coherence'. It will focus primarily on the operations and influence of the International Monetary Fund, the World Bank and the World Trade Organization, as the principal international organizations responsible for the determination of legal regimes governing the achievement of economic liberalization and development. Throughout, the role of politics and the influence of the more powerful (State and Private) players in the prescription of appropriate eco-

nomic policies to correct structural imbalances will be highlighted. However, the course focuses on the increasing reference to the legality of state conduct and the importance of monitoring and compliance as two distinct legal outcomes with implications for developing countries. It considers the role of law in the governance of the international economic order, and the possible legal recourse (if any) open to recipient state - both of which will be analysed in the wider context of the need for reform of existing structures and processes of these institutions.

## GT62C/ The Politics and Law of the Sea

### *Course Description*

This course will examine the rules of international law pertaining to the sea. Emphasis will be placed on the development of the law of the sea in the post-World War II period, and, in particular on the new rules on the law of the sea which have emerged out of negotiations at the first and second Geneva Conference on Law of the Sea. Although attention will be paid to technical rules in areas such as access to natural resources and navigational rights for States, the focus will be placed on the different political and economic interests which underpin current rules and principles. The course will also examine the interplay between issues of development, hegemony, geography and geopolitics in the evolution of the prevailing legal rules. The relationship between the various Law of the Sea treaties and customary international law shall also be emphasised.

## GT62L/ International Trade and the Environment

### Course Description

This course provides a systematic analysis of the factors informing the inclusion of this matter in the WTO trade negotiating process. While much emphasis will be placed on the WTO, the course includes a comparative examination/analysis of NAFTA, EU, the FTAA and international law principles, as well as reference to economic and political considerations related to the topic. It seeks to examine, in detail, the role of environmental concerns in the formulation of trade policy initiatives/measures, the issue of extraterritoriality, implications for the sustainability of the WTO as an international regulatory institution and more importantly, the possible legal and policy implications of this for the market access opportunities of developing countries.

## EC61B / Microeconomic Theory II

### Course Description

This course is a survey of microeconomic principles, problems and applications, with most of the emphasis on principles. Microeconomic Theory II explores the formation of prices under conditions of imperfect competition. In doing so, there is in-depth analysis of consumer choice under uncertainty, the behaviour of firms under various assumptions of imperfect competition, and the formation of prices in the presence of externalities.

## EC62B / Macroeconomic Theory II

### Course Description:

The purpose of this course is to introduce the student to the analysis of macroeconomic issues at a more advanced level. The objective of this course is to cover the various approaches to explaining the phenomena of economic growth.

## EC63A/ Economic Development I

### Course Description:

The contents of this course have been organized so as to integrate theory and practice in policy-making. Economic Development I surveys theories of economic development/ underdevelopment with special reference to the Caribbean. Students are exposed to the main schools of economic thought with respect to development and growth. It examines the meanings and measurement of development and growth and then reviews development theories and policies.

## EC65A/ Econometrics I

### Course Description

This course in econometric theory and analysis is intended to be an introduction to advanced econometric theory and analysis. It is intended to prepare both those who will go on to further study in economics and those for whom the M.Sc. is the terminal degree. The course contains a combination of theoretical analysis and computer applications. It is assumed that students have a background in calculus, matrix algebra, statistical analysis and probabil-

ity theory. Topics include: single equations problems, distributed lags, simultaneous equation models, time series analysis, model specification, estimation and testing.

## EC69C/ International Trade Policy

### *Course Description*

This course complements the international economic theory course by exposing students to current issues in international trade policy. The emphasis is on the policy choices facing developing countries in the international trading system. Included are the World Trade Organization, trade in goods, trade in services, trade related intellectual property rights, regionalism and unfair trading practices.

## EC73A/ Game Theory I

### *Course Description*

This sub-discipline has become extremely important in modern graduate curricula because of its mathematical novelty and its applicability to many social and economic problems. Beyond the theory, students are exposed to a variety of applications to bargaining problems especially where they are relevant to policy formation. Included are: the rules of game, topics in moral hazard and signal games.

### *Additional Information/Notes*

#### *Graduate Seminar Series*

The Department hosts a weekly seminar series where faculty, graduate students and private and public sector leaders are invited to make presentations on current research work. The primary objective of the series is to expose students to a wide range of issues and ideas surrounding the changing economy and the world of work. This exercise is mandatory for all graduate students.

#### *Summer Internship Programme*

A compulsory and important component of the M.Sc. programmes is the summer internship exercise in which students are placed in public or private sector institutions in the Caribbean as researchers. The programme runs for 6 – 8 weeks during which time the advantage to the student is exposure to, and the experience of, the real world of decision-making.

The MSc International Economics and International Law Internship programme has proven very successful with the overwhelming support and participation of regional and international organizations, central banks, and various statutory bodies of the governments in the Caribbean.

Assessment of internship will be as follows:

- Students will be required to prepare a written paper on a subject related to the work done during the internship. This will account for 80% of the marks.
- The supervisors of the interns in the participating organizations will be provided with a form designed to assess the performance of the interns. This assessment will account for 20% of the marks.

#### *Department Contact Information*

Office #: 876-977-1188

Fax #: 876-977-1483

Email address: econ@uwimona.edu.jm

Website: http://www.mona.uwi.edu/economics

Programme Coordinator: Marie Freckleton (PhD)

# DEPARTMENT OF GOVERNMENT

Head:  Jessica Byron, BA UWI, PhD Geneva

The Department of Government offers the following Graduate programmes:

► MSc Government
► MPhil  Government
► PhD Government

## MSc Government

### Specializations/Options
► Comparative Politics/Political Theory
► International Relations
► Public Sector Management

### Programme Objectives
The objectives of the programme are:

1. Develop a body of research, teaching and policy oriented materials which can assist in deepening and expanding theoretical and empirical knowledge in the study and practice of government in general and the Caribbean Community in particular.
2. Contribute to the development of a pool of technical specialists with the competence, discipline and commitment to analyse complex problems relating to issues of power and governance.

### Entry Requirements
Admission normally demands a first class degree in a relevant discipline with sound undergraduate coverage in the particular sub-field of concentration. In exceptional cases where students are admitted without appropriate fundamentals, candidates would audit undergraduate courses as departmental requirements.

### Duration of programme
Full-time - 3 semesters Part-time - 5 semesters.

### Programme Structure
All students are expected to pursue a structured sequence of courses in one of the following three sub-fields of concentration.

Courses with asterisks (*) are compulsory. Others are optional and may be substituted with appropriate 3-credit courses offered by the Department or from another Faculty/Department/Unit.

| Comparative Policies/ Political Theory | International Relations | Public Sector Management |
|---|---|---|
| *Year 1 Semester 1* | *Year 1 Semester 1* | *Year 1 Semester 1* |
| 1 *GT63A (GOVT6078) Caribbean Political Systems I | 1. *GT62A (GOVT6064) Theories and Issues in Contemporary International Relations | 1. *GT60A (GOVT 6000) Leading Issues in Public Management |
| 2. *GT65A (GOVT6090) Political Theory I - Methodology and Critical Concepts | 2. *GT62B (GOVT6065) Selected Issues in International Law | 2. *GT61A (GOVT Emergence of State-owned Enterprises |
| 3. *GT66A (GOVT6076) Quantitative Research Methods | 3. *GT66A (GOVT6076) Qualitative Research Methods | 3. *GT66A (GOVT Quantitative Research Methods |
| *Year 1 Semester 1* | *Year 1 Semester 1* | *Year 1 Semester 1* |
| 1. *GT66B (GOVT6077) Qualitative Research Methods | 1. *GT66B (GOVT6077) Qualitative Research Methods | 1. *GT60B (GOVT 6010) Leading Issues in Development 2. *GT61E (GOVT 6030) Regulation and Regulatory Reform 3. *GT66B (GOVT 6077) Qualitative Research |

It is expected that, after completion of their coursework, students will embark upon one of the following Research Paper project (six credits), usually in the following semester.

| Comparative Policies/ Political Theory | International Relations | Public Sector Management |
|---|---|---|
| **Year 1 Semester 1** | **Year 1 Semester 1** | **Year 1 Semester 1** |
| 1. *GT63C (GOVT 6080) Caribbean Political Systems III-Research Project<br><br>OR<br>2. *GT64C (GOVT6085) Supervised Research Project/Democracy [III] in one of the Main issues in Caribbean Political Constitutional Reform)<br><br>3. *GT65C (GOVT6092) Supervised Research Political Theory III | 1. *GT62F (GOVT6068) Supervised Research Paper (in International Law, OR International Organization, OR International Politics) | 1. *GT61C (GOVT 6060) Super-vised Research Project in Public Enterprise Management<br> OR<br>2. *GT61D (GOVT 6061) Supervised Research Project in Public & Development |

| Comparative Policies/ Political Theory | International Relations | Public Sector Management |
|---|---|---|
| ***ELECTIVES*** | | |
| *Year 1 Semester 1* | *Year 1 Semester 1* | *Year 1 Semester 1* |
| 1. GT63B (GOVT6079) Caribbean Political Systems II | 1. GT62C (GOVT6066) The Law and Politics of the Sea | 1. GT66C (GOVT 6177) Analysis of Political & Media |
| 2. GT64A (GOVT6081) Democracy I | 2. GT62E (GOVT6067) Government & Politics in Selected Regions (Latin America) | 2. GT66T (GOVT 6097) Principles and Practices of Egovernance |
| 3. GT64B (GOVT6082) Democracy II | 3. GT62G (GOVT6069) The World Trading System | |

| Comparative Policies/ Political Theory | International Relations | Public Sector Management |
|---|---|---|

**ELECTIVES**

| *Year 1 Semester 1* | *Year 1 Semester 1* | *Year 1 Semester 1* |
|---|---|---|
| 1. GT63B (GOVT6079) Caribbean Political Systems II | 1. GT62C (GOVT6066) The Law and Politics of the Sea | 1. GT66C (GOVT 6177) Analysis of Political & Media |
| 2. GT64A (GOVT6081) Democracy I | 2. GT62E (GOVT6067) Government & Politics in Selected Regions (Latin America) | 2. GT66T (GOVT 6097) Principles and Practices of Egovernance |
| 3. GT64B (GOVT6082) Democracy II | 3. GT62G (GOVT6069) The World Trading System | |
| 4. GT65B (GOVT6091) Political Theory II Radical and Critical Theories in Modern Political Thought | 4. GT62H (GOVT6070) Regionalism in a Globalized Age | |
| 5. GT66C (GOVT6177) Analysis of Political and Media | 5. GT62J (GOVT6072) International Political Economy | |
| 6. GT66G (GOVT6095) Methods and Models of Transitional Justice Not on offer 2008/ 2009 | 6. GT62K (GOVT6073) International Economic Law | |
| 7. GT67A (GOVT6093) Politics in the Middle East | 7. GT62L (GOVT6074) International Trade and The Environment | |
| | 8. GT66C (GOVT6177) Analysis of Political and Media | |
| | 9. GT66T (GOVT6097) Principles and Practices of Egovernance Not on offer 2008/2009 | |
| | 10. GT68A (GOVT6094) United States ForeignPolicy | |

Electives may be chosen from another Department/Faculty/Unit.

*Course Description*

## GT60A:  Leading Issues in Public Management

This course aims to deepen students' theoretical and empirical knowledge about public management. Emphasis is placed on developing students' critical appreciation of rival analytical approaches about the nature and functioning of public management, drawing on national and international perspectives and on their ability to apply this understanding to the contemporary public management context.

## GT60B: Leading Issues in Development Management

This course provides students with an in-depth understanding of development issues from a public management perspective. Using the development management  analytic framework as its primary anchor, the course emphasises as well as exposes students to discourses concerned with: the development administration/ development management nexus; (re) conceptualisation of the state and state capacity; institutional analysis of development management and theories and empirics of development and understanding.  Simultaneously students are directed to engage analytically with the international context of development theory and practice particularly the role of international technical bureaucracies as 'policy advocates'.

## GT61A:  Emergence of State-Owned Enterprises

This course aims to introduce students to the analysis of some of the recurrent issues in state-owned enterprise performance.  The scope of the course is both international and interdisciplinary, and students will confront a wide range of literature documenting experiences across a number of developed and developing countries, with particular emphasis on political science, legal and institutional and economic perspectives.  Much of the focus of the course will be conceptual and theoretical.  Students will be expected to analyse and discuss various problems in the context of the various conceptual frameworks with which they will become familiar.

## GT61E:  Regulation and Regulatory Reform

This course aims to introduce students to the academic study of public policy towards the utilities and financial sectors in a post-privatisation era.  For most of the topics to be examined, this course adopts a comparative perspective, and will draw on evidence from a number of countries, although emphasis will be placed on developments in Jamaica, the United Kingdom and North America. The approach taken to the case studies examined is self-consciously interdisciplinary, and students will be required to handle sources drawn from a range of disciplines drawn from political science, law, and institutional economics.  Much of the focus of the course will be conceptual and theoretical, but the students will be expected to apply the relevant concepts and theories to the

different cases examined during the course.

## GT62A: Theories and Issues in Contemporary

### *International Relations*

This course engages students in a detailed survey of the principal theories and approaches to International Relations and the prevailing theoretical debates in the field at the beginning of the 21st century.  It also encourages students to critically evaluate International Relations theories from the perspective of developing states and their peoples, to question the extent to which these theories focus on development issues and the positions of developing countries in the international system.

## GT62B: Selected issues in International Law

This course examines the extent to which Public International Law contributes to international order and development in a number of contexts.  It is concerned with the ways in which Public International Law has influenced approaches to the Use of Force, foreign investment, and the promotion and protection of human rights. Special emphasis will be placed on the role of international organizations in the formulation of legal regimes for international order and in fostering international development. At the same time, attention will also be focused on the precise operation of legal rules at the international level.

## GT62C:  The Politics and Law of the Sea

This course will examine the rules of international law pertaining to the sea. Emphasis will be placed on the development of the law of the sea in the post-World War II period, and, in particular on the new rules on the law of the sea which have emerged out of negotiations at the first and second Geneva Conferences on the Law of the Sea and the Third United Nations Conference on the Law of the Sea.  Although attention will be paid to technical rules in areas such as access to natural resources and navigational rights for States, the focus will be placed on the different political and economic interests which underpin current rules and principles. The course will also examine the interplay between issues of development, hegemony, geography and geopolitics in the evolution of the prevailing legal rules.  The relationship between the various Law of the Sea treaties and customary international law shall also be emphasized.

## GT62E: Government and Politics of Selected Regions:  Latin America

The general focus of this course is on the political development and the international relations of Latin America.  However, this is a large and complex area and we are obliged to be selective in our coverage. Each year, therefore, after a general introduction to the comparative Politics of Latin America, the focus is on a specific sub region, like Southern Cone or the Andean region. The subject headings and readings provide a basic introduction to the history, political and institutional development of these countries,

their regional and international relations. In addition to gaining a deeper knowledge of a part of Latin America, one of the main objectives of the course is to better appreciate where the Caribbean fits into this wider region, and to analyse the forces of change which are shaping new directions in Caribbean-Latin American relationships.

## GT62G:  The World Trading System

The course will first examine the legal institutional/ constitutional structure of the WTO.  This will be followed by an examination of the basic theory of trade liberalisation, and the related core obligations of the two most important WTO Agreements regulating trade in goods and services – the GATT and GATS, respectively.  The main objectives of this course are to demonstrate an understanding of the constitutional/philosophical underpinnings of the international system of international trade regulations; identify/outline the main rules/principles of the system; determine the extent to which the system is representative of the interests of developing countries; understand the relevance of WTO; understand the relevance of WTO-compatibility re: the relationship between regional/ preferential trade arrangements and the WTO; appreciate the relationship between globalisation and the movement towards the inclusion of new/emerging issues (especially labour and the environment) and their significance for the continued participation of developing countries in the system and demonstrate an understanding of the fundamentals of the dispute settlement.

## GT62H:  Regionalism in a Globalized Age

This course will explore the several dimensions of regionalism in the current era of economic globalization and compare the evolution of regional cooperation in a number of studies. The case studies will be the European Union, The Common Market of the Southern Cone (MERCOSUR) and the North American Free Trade Area (NAFTA).

## GT62J: International Political Economy

This course will introduce students to the main theories of political economy, with particular reference to their role in international relations theory.  It will also take these theories into consideration in studies of various issues in contemporary international political economy.

## GT62K: International Economic Law

This course emphasises the importance of legal prescription/regulations in achieving 'global economic coherence'.  It will focus primarily on the operations and influence of the International Monetary Fund, the World Bank and the World Trade Organization, as the principal international organizations responsible for the determination of legal regimes governing the achievement of economic liberalization and development. Throughout, the role of politics and the influence of the more powerful (State and Private) players in the prescription of appropriate economic policies to correct structural imbalances will be highlighted.  However, the course focuses on the

increasing reference to the legality of state conduct and the importance of monitoring and compliance as two distinct legal outcomes with implications for developing countries. It considers the role of law in the governance of the international economic order, and the possible legal recourse (if any) open to recipient state – both of which will be analysed in the wider context of the need for reform of existing structures and processes of these institutions.

## GT62L: International Trade & The Environment

This course provides a systematic analysis of the factors informing the inclusion of this matter in the WTO trade negotiating process. While much emphasis will be placed on the WTO, the course includes a comparative examination/analysis of NAFTA, EU, the FTAA and international law principles, as well as reference to economic and political considerations related to the topic. It seeks to examine, in detail, the role of environmental concerns in the formulation of trade policy initiatives/measures, the issue of extraterritoriality, implications for the sustainability of the WTO as an international regulatory institution and more importantly, the possible legal and policy implications of this for the market access opportunities of developing countries.

## GT63A: Caribbean Political Systems 1

Caribbean political systems face new and recurrent crises brought on by natural disasters, climate change, energy and food security; not so new ones like crime, social conflict and violence, and HIV/AIDS; as well as the critical deeper structural conditions behind poverty and inequality. These are all related to the nature of Caribbean societies, globalization, and governance. These crises pose threats to development, stability, democracy, human rights and nation-building. This course studies the limitations of Caribbean political systems in responding to these crises. Its main question is: Are Caribbean political systems designed for crisis governance in states that are very vulnerable and prone to crisis? It begins with a critical analysis of the concept of governance in the Caribbean context. The concepts of crisis and governance are applied comparatively to Haiti, Cuba, Guyana, Trinidad and Tobago, and Jamaica. We try to understand their relevance to failed or fragile states and state-building (like Haiti) and small, vulnerable and dependent Caribbean states generally. The course also addresses this question at the regional level of CARICOM. The course is designed for students of political institutions, and of private and public sector institutions that inevitably face crises; and for students of regionalism.

## GT63B: Caribbean Political Systems II

This course brings together new thinking about human rights (the Rights-Based Approach), democracy (as empowerment), and development (as equity). It introduces the idea of Rights-Based Democracy. In doing so, it brings these concepts together to support the 'right to development'. This right to development (UN, 1986), however, is now challenged by what the United Nations agrees is a 'development

FACULTY OF SOCIAL SCIENCES

GRADUATE STUDENTS INFORMATION GUIDE 2011/2012

23

emergency' (2008). The course assesses Caribbean political systems in terms of their structural capacity to provide people with a right to development. It proposes that Caribbean political systems must be thought of in terms of a new paradigm where democracy and development must be mutually reinforcing. In other words, democracy must be developmental and development must be democratic. Political structures must have the capacity to respond to failures of human rights, empowerment, and equity, which otherwise constitute a crisis of human development. The course assesses the capacity of Caribbean political systems to generate the right to development through small and medium-sized business; science and technology, including biotechnology and IT; and cultural and creative industries. It is designed for those interested in the politics of people-centred development.

## GT64A: Democracy 1

This course studies Caribbean democracy from the perspective of conflicts of interests. It studies parliaments, electoral systems, governments, administration, and international relations through a number of theories and perspectives based on 'interests' and their high profile conflicts. It explains many current controversies related to constituency and community representation, including 'dons' and 'garrisons', from this perspective. It explains electoral systems and how they cause conflicts of interests at the level of constituency representation. It explains conflicts of interest in parliamentary representation and conflicts between government and administration and

the ways these can undermine separation of powers and independence between both. It explains conflicts of interest relating to foreign affairs, such as on matters of extradition. Conflicts of interests become public as scandals that threaten trust in the integrity of government and politics. This course goes behind the scandals themselves to the underlying contradictions of democracy. These contradictions show democracy in a new and troubling light. The course argues that some conflicts of interests are inevitable. However, the challenge remains to manage them to ensure that democracy remains legitimate and viable. The course is designed for students interested in reforming democracy and governance through ethics, institutions, and controlling corruption.

## GT64B: Democracy 11

This course studies popular attitudes towards democracy in five Caribbean countries – Jamaica, Dominican Republic, Haiti, Guyana and Belize as expressed in surveys of the Latin American Public Opinion Project (LAPOP). The rationale is to understand how Caribbean people feel about their democracy. We will try to identify areas of satisfaction and dissatisfaction. In so doing, we wish to understand what people believe democracy to be and should be. We consider whether Caribbean societies need remedy, renewal or transformation. We begin by studying how people come to the beliefs they have about democracy and social reality in general. As such we try to understand the basis for the apparent paradox of democracy in the Caribbean, one where people have positive beliefs about democracy as a set of

principles but appear dissatisfied with democracy in practice. The course is designed for students interested in public opinion studies, survey methods, theories of power and social construction, and democracy.

## GT65A: Political Theory

This course has a strong focus on the Caribbean and engages recent writing that explores its intellectual traditions and current debates. It introduces students to debates about Caribbean thought, philosophy and theory and highlights the implications of the transatlantic slave trade for political theorizing, discusses theories of decolonization and post-colonialism. It takes the discussion from that era into the 21st century. It looks not only at current theoretical debates but begins an important dialogue about Caribbean Futures. This course also discusses key issues in global political thought, the impact of modernity and western political thought, the environment, the emergence of countervailing movements such as those critical of neo-liberal globalization and movements such as those based on Islamic jihad. Your reading has to be careful and analytical, paying attention to definitions and argumentation. This is not ordinary narrative reading. It is the search for the theoretical premises on which arguments are based and the methodological strategies deployed.

## GT65B: Political Theory – Radical and Critical Theories in Modern Political Thought

This course reads and analyses six volumes of South Africa's Truth and Reconciliation Commission Report. However, the focus in the TRC on truth in politics, on issues of reconciliation and justice remains critical not only in relation to a white/black situation, but the ethnic violence after the 2007 Kenyan elections and the genocide in Rwanda indicate how easy it is for political elites to manipulate inter-ethnic African conflicts. The TRC may become more important for relations among Africans as a basis for compromise and negotiations instead of war and bloodletting.

The TRC Report inductively forces us to think deeply about matters pertaining to the state, justice, equality, liberty, freedom, trust, revolutions and revolutionary situations, symbolic manipulations, diplomacy and war among others. And in the more modern and supposedly pragmatic version of political thought, the TRC work stimulates conceptual formation and review in areas such as political culture, political mobilization, political integration, political distribution and overall sustainable political development.

## GT66A: Quantitative Research Methods in Social Sciences

This course is a weekly seminar in research methods with emphasis on bivariate and multivariate techniques for analysing quantitative social science data. The seminar is intended to help graduate students develop a sophisticated understanding of the conceptual foundations of research design, measurement strategies, and bivariate/multivariate statistical Analysis of data in the social policy sciences.

Primary emphasis will be placed on developing an understanding of the logic of inquiry and appropriate research strategies rather than on extensive manipulation on mathematical formulas. A basis competence in algebra should be sufficient to grasp the mathematical aspects of the course. The theoretical sophistication, research skills, and statistical knowledge acquired from this should enable the student to better comprehend technical literatures in professional journals and will help with basic tools with which to design and execute research projects.

## GT66B:  Qualitative Research Methods

A complement to GT66A, this course provides training in philosophies and methods of qualitative inquiry in the social sciences, with particular emphasis on techniques employed by political scientists in studying the historical, cultural, textual, subjective, symbolic, meditated, propagandistic, and rhetorical aspects of political life. Weekly lectures, student projects, lab exercise in computerized text/content analysis, and assigned reading are used to explore the major theoretical paradigms of qualitative political research, and common methods for collecting and interpreting qualitative materials.

## GT66C: Analysis of Political Opinion and Media

This course examines the major theories and methods applied by political scientists in studying public opinion and mass media. It focuses on the communicative, symbolic and subjective aspects of human interaction in politics, with particular attention to issues that lie at the intersection of public opinion, electronic and print media, and democratic governance. A broadly interdisciplinary perspective is taken, drawing from politically-relevant theories and empirical research techniques in the adjacent disciplines of communication, linguistics, public relations, consumer marketing, sociology, psychology and anthropology. The course is particularly recommended for students who are considering politically-oriented careers related to public relations, public opinion polling, marketing research, political consulting, campaign management, and television and newspaper journalism.

## GT66G: Methods & Models of Transitional Justice

This course is intended to be a critical examination of the recently flourishing sub-field of transitional justice. Transitional justice is the conception of justice primarily concerned with developing ways of dealing with perpetrators as well as victims of a previous authoritarian regime. In effect it is how a society responds to prior injustice and human rights violations in a way that seeks not to repeat them. This course will therefore examine the meanings, nature, causes and approaches to transitional justice. It will be primarily concerned with the mechanisms of human rights regimes and the role of truth commissions, reparations and restitution in transitional justice.

The course will be primarily an examination of some of the societies who have made the transition from authoritarian rule and towards democracy. The

countries will be drawn from Latin America, Africa and Europe. The major cases to be examined will be Argentina, Chile, Rwanda, South Africa, and Eastern Europe. As a major requirement of this course, students will have to design a transitional country model.

## GT66T: Principles and Practices of Egovernance

Information and communication technologies (ICTs) have transformed the landscape and process of democratic governance in many parts of the world. In the Caribbean for example, this is evident by the migration of many government services to the internet as well as the several modernization exercises which have been undertaken in the last decade to make government agencies more efficient, transparent, accountable and, responsive to the needs of civil society. The need thus arises to develop the capacities of public sector workers (or those interested in understanding and/or researching electronic governance - egovernance) across the region to be able to (1) effectively develop appropriate egovernance models and/or (2) understand the dynamics, components and dimensions of egovernance as well as to (3) effectively evaluate this phenomenon. There is however a disconnect between the world of democratic governance and ICT. This course attempts to bridge that divide by providing students with the knowledge to bridge this gap.

## GT67A: Politics in the Middle East

This course is designed to deepen students' knowledge of Middle Eastern societies and to explore how the theories and methods of comparative politics help us to make sense of social, economic and political processes in the contemporary Middle East.  In additional, it is intended to explore what the Middle East can tell us about theories and methods in comparative politics, political economy, political sociology and/or international relations.  The intent of the seminar is not only to explore the various and  complex dynamics of Middle Eastern societies but also to connect political science issues in the Middle East with broader theoretical concerns and debates in the social sciences.

With these aims in mind, our discussions and readings will focus not only on phenomena that need to be explained, but on the kinds of theories that are used to explain them and how the two interact in the study of the Middle East.  The course will focus on the 20th and 21st centuries, with particular attention to the period since the Second World War.  The course will study the political processes of Middle Eastern states over time, and also their relations with one another, as well as with states outside the region.  We will also be comparing what we know about the Middle East with what leading theories of comparative politics or political economy tell us the Middle East should be like.   For instance, we will examine the literature dealing with state formation and state crisis, legitimacy, stability, and authoritarianism, leadership, elites, ideologies, collective ac-

tion. We will also discuss current research issues, including religious or ethnic conflicts, political consequences of structural adjustment, liberalization, democratization, civil society, and gender issues.

## GT68A: United States Foreign Policy

The United States today is inarguably the world's sole superpower, yet little over a century ago the US was just a bit player in the international political and economic arena. The US is also the most important actor in Caribbean international relations today, by a number of different measures. This course examines the causes and consequences of American foreign policy since 1776, with specific reference to the Caribbean.

*Additional Information/Notes*

## MSc. (Public Sector Management) Research Paper

The research project is an integral part of the MSc. (Public Sector Management) course of study. Its main objective should be to apply what has been learned in the core Public Sector Management courses to an analysis of: (a) some aspects of the political and administrative process within a given subject area; or (b) positive responses to a particular policy/institutional problem within the discipline. The paper should be double spaced type-written comprising about 10,000 – 15,000 words.

Soon after the courses on Research Methods, each student is assigned a research supervisor by the Programme Director (s). Together the supervisor and student agree on an outline and research strategy.

Three copies of the paper agreed on for FINAL SUBMISSION are due by July in the year of graduation. Similar procedures apply for the Research Papers/ Projects in International Relations and Political Theory/Comparative Politics. Students must meet with their respective Programme Directors to be assigned a Research Supervisor.

## Compulsory and Optional Courses

It should be noted that, for each sub-field, compulsory courses are marked with an asterisk (*). Optional courses include courses within the sub-field, and also, where possible, relevant courses offered by the other departments in the Faculty of Social Sciences and other Faculties. Naturally, special approval is required for registration in an extra-departmental course, from both the Department of Government and the other Department or Faculty and all prerequisites must have been covered by the student concerned.

*Course Load*

Full-time students will be required to take four 3-credit courses in each semester (semesters I&II). The third semester will be devoted to the Research Paper worth 6 credits. Part-time students will take two courses per semester and complete the Research Paper in the final semester of their programme. Uni-

versity Regulations do not permit students who work full-time to also study full-time.

***Method of Assessment***

Assessment is through a combination of course work, usually involving a strong research component and written examinations. The minimum pass grade is a B for each subject achieved in both course work and examination components, i.e. student must pass 50% of each component.

**Department Contact Information**

Department of Government
Faculty of Social Sciences
The University of the West Indies, Mona
Jamaica, West Indies
Programme Coordinator: Dr. Jessica Byron

## *Masters of Philosophy (MPhil)*

This is by Thesis only, although candidates are expected to attend class seminars. This option is offered to students with at least a strong Second Class Honours (Upper Division) and who have shown a strong proficiency for research. Candidates are normally required to do 9 credits of courses before embarking on their thesis, but may be asked to do additional credits.

Candidates without appropriate prior training in research methodology will normally be required to do:-

GT66A(GOVT6076) Quantitative Research

Methods – 3 credits

GT66B(GOVT6077) Qualitative Research
Methods – 3 credits

All MPhil candidates are required to do the following course:-

GT66D (GOVT6178) Research Development Seminar for MPhil and PhD Student – 3 credits
Some of the theses produced by the Department of Government since 1991 include:

"Human Resource Development in the Public Service of St. Vincent & the Grenadines: A Development Management Approach." – Jean Jack.

"The Privatization Process in Jamaica with a brief critical comparison with the British experience." – Livingston Smith.

"The Role of Government Agency as an agent of change ... the JDF in the development of Jamaica." – Winston Sutherland.
"How external agencies impact on the development of democracy in the Caribbean." – Floyd Morris.

"Dis/Place: Socio-cultural Politics of Identity in Inna Di Dancehall Jamaica" – Donna Patricia Hope.

## *Doctor of Philosophy (PhD)*

Normal entry into this programme is by way of the Masters of Philosophy degree.

Candidates who have made significant progress on their dissertation may be upgraded to the PhD on the recommendation of a special graduate studies committee.

Direct entry may be considered for exceptional candidates who possess a solid background in social sciences theory and methodology with strong recommendations from at least three academic references.

If candidates are accepted by the direct entry, they are normally required to do 9 credits of courses before embarking on their thesis, but may be asked to do additional courses.

For candidates who may be assessed as not having had appropriate prior research methodology training, these courses may include:

GT66A(GOVT6076) Quantitative Research
                Methods – 3 credits
GT66B(GOVT6077) Qualitative Research
                Methods – 3 credits

All PhD candidates are required to take the following course:

GT66D (GOVT6178) Research Development Seminar for MPhil and PhD Students  – 3 credits

Some of the PhD theses produced by the Department of Government since 1991 include:

"Colour for Colour; Skin for Skin: The Ideological Foundations of Post Colonial Slave Society 1838 to 1865 - The Jamaican Case."– Clinton Hutton

"CLR James and Marxism: 1934-50." – Anthony Bogues "Race, Class and the Political Behaviour of the Jamaican Security Forces: 1962-89." – Anthony Harriott

"Dependency and Foreign Relations: A Comparative Study of the Manley and Seaga Government in Jamaica: 1972-89." – Holger Henke

"Political and Intellectual Study of Walter Rodney." – Rupert Lewis
"A comparison between the Constitutional Reform Process of the 1940s and the 1990s in Jamaica" – Livingston Smith

"Local Government Reform and the Prospects for Community Empowerment in Jamaica" – Eris Schoburgh

"The Political Economy of the Uruguay Round" – Marjorie Brown
"Public Transportation in the Kingston Metropolitan Region:  Theoretical and Practical Challenges for Policy Makers" – William Lecky

"End of the Franchised Monopoly Utility:  Uprising of Competition  –  A Four Stage Development Model for the Electricity Industry" –  Cezley Sampson.

## DEPARTMENT OF MANAGEMENT STUDIES

Head:   Densil Williams, BSc, MSc UWI,
        PhD Manc

The Department of Management Studies offers the following Graduate programmes:

▶    MSc Accounting
▶    MSc Computer Based Management Information System
▶    MSc National Security and Strategic Studies
▶    MSc Tourism

## MSc Accounting

Academic Director: Mr. Michael Williams

**Programme offering:** Part-Time and Full-Time

### Programme Objectives
The programme is committed to producing accounting graduates at the masters level with well developed analytical and technical capabilities, intellectually adaptive though processes and an orientation toward life long learning, enabling them to become effective accounting and management practitioners and researchers.

### Entry Requirements
All candidates should have an undergraduate degree. Candidates should have an examination mark of 50 or more in the following courses or equivalent courses.

Introduction to Financial Accounting
Introduction to Cost & Management Ac counting
Introduction to Microeconomics
Introductory Statistics or Calculus 1 for Business &
Social Sciences
Mathematics for the Social Sciences
Financial Accounting I
Financial Accounting II
Management Accounting I
Management Accounting II
Business Law
Company Law
Auditing I
Taxation I
Financial Management I
Computer Applications

### Duration of programme
Full Time:  18 Months   (Final teaching term ends in December and  final examinations are held in January)
Part-Time:  Two Years

### Programme Structure
The MSc Accounting programme is offered on a part-time and a full time basis. The programme consists of 12 courses; the courses are the same for the full time and part-time programme. The full time programme is 18 months (3 semesters). The part-

## MSc Accounting (full-time)

| Course Code | Course Name | No. of Credits | Course Weighting |
|---|---|---|---|
| **Year 1 Semester 1** | | | |
| ACCT 6101 | Accounting and Related Theory | 4 | 60% Exam 40% Coursework |
| ACCT 6103 | Advanced Financial Reporting | 4 | 75% Exam 25% Coursework |
| MGMT 6118 | Legal Environment of Business | 4 | 50% Exam 50% Coursework |
| ACCT6106 | Advanced Taxation | 4 | 100% Exam |
| **Year 1 Semester 2** | | | |
| ACCT 6102 | Advanced Financial Accounting | 4 | 60% Exam 40% Coursework |
| MGMT 6116 | Corporate Finance | 4 | 60% Exam 40% Coursework |
| MGMT 6117 | Financial Markets and Investment | 4 | 70% Exam 30% Coursework |
| ACCT 6105 | Advanced Management Accounting | 4 | 60% Exam 40% Coursework |
| **Year 2 Semester 1** | | | |
| ACCT 6104 | Advanced Auditing | 4 | 60% Exam 40%Coursework |
| MGMT 6115 | Corporate Environment and Strategy | 4 | 70% Exam 30% Coursework |
| MGMT 6110 | Management Information Systems | 4 | 70% Exam 30% Coursework |
| MGMT 6010 | Research Project | 1 | 100% |

## MSc Accounting (Part-time)

| Course Code | Course Name | No. of Credits | Course Weighting |
|---|---|---|---|
| **Year 1  Semester 1** | | | |
| ACCT 6101 | Accounting and Related Theory | 4 | 60% Exam 40% Coursework |
| MGMT 6118 | Legal Environment of Business | 4 | 50% Exam 50% Coursework |
| **Year 1  Semester 2** | | | |
| ACCT 6103 | Advanced Taxation Reporting | 4 | 60% Exam 40% Coursework |
| ACCT 6106 | Advanced Taxation | 4 | 100% Exam |
| **Year 1  Semester 3** | | | |
| ACCT 6105 | Advanced Management Accounting | 4 | 60% Exam 40% Coursework |
| ACCT 6102 | Advanced Financial Accounting | 4 | 60% Exam 40% Coursework |
| **Year 2  Semester 1** | | | |
| MGMT 6116 | Corporate Finance | 4 | 60% Exam 40% Coursework |
| MGMT 6117 | Financial Markets and Investment | 4 | 60% Exam 40% Coursework |
| **Year 1  Semester 1** | | | |
| ACCT 6104 | Advanced Auditing | 4 | 60% Exam 40% Coursework |
| MGMT 6100 | Management Information Systems | 4 | 70% Exam 30% Coursework |
| **Year 2  Semester 3** | | | |
| MGMT 6115 | Corporate Environment and Strategy | 4 | 70% Exam 30% Coursework |
| MGMT **6010** | Research Project | 1 | 100% |

## ACCT6101 – Accounting Research & Related Theory

The course seeks to develop and transmit knowledge about research methodologies for postgraduate study in the social sciences and related disciplines, and to encourage critical thinking as a foundation for subsequent study, employment, and personal development. Specific competencies to be developed include quantitative, problem-solving, written and oral communication, information technology, and lifelong learning skills. The course is designed to introduce students to the elements of social research, both quantitative and qualitative, and demonstrate its relevance to the business community.

After taking this course the student should be able to (i) conduct research in their chosen field where the research design is internally consistent and based on a theoretical framework, (ii) understand the nature of methodologies, methods, and processes for the purpose of undertaking research in accounting and related areas, and (iii) develop specific skills for the purpose of conducting a small, independent, original, quality research at the graduate (Masters) level.

## ACCT6102 – Advanced Financial Accounting

This course seeks to provide further study of advanced aspects of financial accounting. Emphasis will be placed on the application of the financial accounting concepts and standards examined in intermediate and advanced accounting at the under-graduate

level, on accounting for limited liability companies, specialized industries, accounting for groups and the interpretation of financial statements. The course will also include a practical aimed at giving students an understanding of how accounting software may be used in the preparation of a company's financial statements.

## ACCT6103 – Advanced Financial Reporting

This course examines current issues and theoretical models which may be used to evaluate and guide the development of financial reporting in the Caribbean. Emphasis is given to the role of financial reporting in development, social accounting and environmental reporting, financial reporting and capital markets, and international financial reporting. This course will provide students with a thorough understanding of the regulatory environment of financial reporting and inadequacies of financial reports.

## ACCT6104 – Advanced Auditing

This course builds on the fundamentals of auditing theory and practice. It covers the management of the audit process including quality control of audits and some special industry audits. Other areas such as internal audit and forensic accounting will also be covered. The professional Code of Ethics of the Institute of Chartered Accountants of Jamaica is also revisited. Throughout the course emphasis will be placed on current issues and problems in auditing and research done on these issues and, in particu-

lar, how these issues impact on the accounting profession in Jamaica.

It is a requirement of this course that all full-time students participate in an internship program to obtain practical experience in auditing. The internship runs for a minimum of four weeks and usually takes place immediately after the May examinations.

## ACCT6105 – Advanced Management Accounting

This course seeks to provide, primarily through cases and readings an understanding of the conceptual and practical issues relevant to the design and use of contemporary cost management and management control systems in the context of technological change and intense global competition. In the first section of this course, the design and use of cost management systems for process management and as strategic decision-support systems will be explored. The analysis and application of accounting information provided by these systems is extended to specific industries such as manufacturing, health care and banking. Business process reengineering, as an effective long-term cost management tool, is also examined. In the second section of the course, current issues in management control are reviewed, in particular, the design and use of contemporary performance measurement and reporting systems. Behavioral and organizational issues relevant to the implementation and use of these systems are also addressed.

## ACCT6106– Advanced Taxation

The course examines advanced issues and applications in personal and corporate taxation for Jamaica and the Caribbean; tax planning; and tax administration. The course also reviews other taxation regimes such as General Consumption Taxes, Property Tax, Stamp Duty, and Transfer Tax.

## MGMT6115 – Corporate Environment & Strategy

The Corporate Environment and Strategy Course is designed to provide graduate students in accounting with an appreciation of the strategic challenges confronting Caribbean based organisations. An appreciation of these challenges is obviously critical in order for the Accounting Specialist to play a critical role in the development and execution of organisational strategy. In an effort to assess these strategic challenges, the course will operate at three levels of analysis:

1. National
2. Industry, and
3. The Firm

In this regard the course of study will be divided into three modules. The first module, taking a national macro level of analysis, will examine issues relating to the management of national economies and the challenges facing developing country nation-states, with a particular focus on the nations of the Caribbean region. The second module will focus on the

FACULTY OF SOCIAL SCIENCES

strategic challenges confronting industries, and the final module will examine the strategy development process at the level of the firm.

## MGMT6116 – Corporate Finance

The main objective of this course is to provide an understanding of financial decision making and financial theory from the point of view of corporate financial managers in competitive financial markets. This course presents the corporation as a collection of projects, each of which contributes to the firm's cash flows, and hence, the value of the firm. It aims to provide a framework, concepts, and tools for analyzing corporate finance problems and issues, based on fundamental principles of modern financial theory, with an understanding of application to "real world" scenarios. The approach is rigorous and analytical. This type of analysis enables the financial manager to identify and solve management problems related to the financial operations of businesses. Specific competencies to be developed include quantitative, problem-solving, written and oral communication, information technology, and lifelong learning skills.

## MGMT6117– Financial Markets and Investments

This course will examine the investing environment from the perspective of the investor (both individual and institutional). We will look at how financial markets operate, the appropriateness of the financial products, the pricing on those products and the determination of and influence of risk in the pricing

determination. We will also look briefly at the secondary and derivative markets.

## MGMT6118– Legal Environment of Business

This course will be presented in six modules. It begins by building on foundational aspects of law – the nature of the legal system and its importance to the business environment. The second module will begin by introducing students to the general nature and purpose of business regulation and an overview of various regulated sectors. It will then focus on some domains that attract regulation, identifying the specific risks/hazards which justify their regulation and the legal contours of the regulatory environment for each domain and how businesses are affected. Module 3 examines and reviews the legal principles in Jamaica's insolvency law and also assesses the position of secured creditors upon insolvency. The fourth module presents an overview of legal liability which may arise for players in the business environment. It looks at contractual and tortious liability, the increasingly important subject of the liability of directors, criminal liability for companies and professional negligence with a focus on the accounting profession. The next module examines the law relating to intellectual property and raises the moral, ethical and pragmatic issues surrounding the legal principles in this area. Finally, students will be exposed to topical issues in corporate governance and corporate responsibility and how the law reflects the developing policies in this area.

## MGMT6100 – Management Information Systems

This course seeks to expose accounting students to the fundamentals underlying the design, implementation, control, evaluation, and strategic use of modern, computer-based Information Systems (IS) in their discipline.

Today's organizations are increasingly dependent on Information Technology (IT) for achieving their business goals. Many organizations rely on IT to help them compete in new ways. Organizations need workers who are comfortable with IT concepts, knowledgeable about IT applications, and capable of applying IT to all organizational areas including accounting, finance, human resources, marketing, sales and customer support, and manufacturing.

## MGMT6010 – Research Project

This requirement of the M.Sc. degree is designed to explore methodological issues and applied research on issues critical to improving the practice of accounting and financial management in the Caribbean region.

### *Additional Information/Notes*

In order to pass the course work or final examination a graduate student must receive a mark of 50% or more out of 100%. In order to pass a course you must pass both the course work and the final examination. You must do over the section of the course (course work or final examination) you failed. If you fail both sections you must do over the entire course (course work and final examination). The following symbols are used to communicate examination results:

P       – Pass
FC      – Fail Course Work
FE      – Fail Examination
F       – Fail Examination and Course Work

Students who fail a course twice normally are asked to withdraw from the programme. However, if the Department is aware of extenuating circumstances why a student should be given a 3rd attempt at an examination, a recommendation will be made to the Office of Graduate Studies and Research for approval of the Board for Graduate Studies and Research A graduate student, who is required to do an undergraduate course, must obtain a mark of 50% or more out of 100% in order to receive a passing grade.

### *Department Contact Information*

The Department of Management Studies
Faculty of Social Sciences
The University of the West Indies, Mona
Jamaica , West Indies
Tel: (876) 977-3775/3808/6960; 702-2099
Fax: (876) 977-3829
msc. accounting@uwimona.edu.jm
Programme Coordinator:  Lola Hyde

FACULTY OF SOCIAL SCIENCES

## MSc Computer Based Management Information Systems

**The objectives of the programme are:**

▶ To meet the demand for the management of information.

▶ To educate a new generation of Information Systems Analysts and Managers who will spearhead the thrust by Jamaican firms to establish a sustainable competitive position in the critically important information service sector

**Entry Requirements**

▶ The CBMIS is open to candidates with Bachelor's degrees in any field. However, the programme is designed for students with Bachelor's degrees in Computer Sciences or Management Studies. All applicants must meet the academic requirements of a master's degree at the University of the West Indies.

▶ Candidates are required to have at least two years work experience. However, candidates with at least a strong upper second class honours degree may be accepted without this work experience.

**Duration of programme**
Two years part-time

**Management Courses**

### MS60Q: Information Systems in Organizations

This course establishes a foundation for understanding and analysing information in organizations, and its role in creating strategic advantage in companies. It examines the factors which underlie the evolution of Information Technology with the rapid convergence of voice, text, graphics and video technologies with traditional technologies for data processing. The goal is to introduce students to some of the basic concepts and current developments in IT and to examine successful applications of IT to business problems in order to understand how to improve their awareness of the managerial issues raised by IT and its use in inspiring organizational effectiveness.

### MS61R: Organizational Theory and Behaviour

This course introduces the basic concepts in social psychology relevant to the study and understanding of individual and group behaviour in an organizational setting. It shows the information system manager and analyst how interpersonal and structural variables influence job and task performance, individual and group productivity and their impact on the achievement of consistent quality in organizational outputs.

## MS61S: Marketing

This course provides managers with an understanding of marketing concepts, methods and techniques and how these are used to achieve organizational goals. It examines the marketing mix and its application in planning and decision making in private and public enterprises. An emphasis is placed on the design an use of information systems for improving the efficiency and effectiveness of sales, distribution and marketing programmes.

## MS61T: Finance

This course provides managers with the basic tools for efficiently using the financial resources of an organization and understanding the objectives of financial management. It focuses on the factors which govern the financial structure, cost of capital, market valuation, sourcing of short and long term funds and dividend, working capital policies of the firm and methods of capital budgeting. The course will also examine the use of financial databases.

## MS62Q: Decision Models for Managers

This course examines how formal analytic tools and quantitative techniques are used for managerial decision making. It examines the application of statistical concepts and models to decision making under uncertainty and linear programming and simulation models under conditional or relatively more certainty. An emphasis is placed on the development of computer based decision aids for managers.

## MS62T: International Business

The purpose of this course is to examine how international trade and competition affect competitive strategy. Students are provided with techniques for assessing when and how to enter foreign markets and how firms compete when they have no competitive advantage. In addition the course delves into the role and management of intermediaries (trading firms) as well as exploring how the interaction of firms and governments can affect the terms of international trade.

## MS62R: Production and Operations Management

This course introduces managerial concepts and techniques that can be used to achieve flexibility, reliability, efficiency and total quality in operations. Specific attention is paid to the role of forecasting, systems design production planning and scheduling and materials management. The use of information systems in planning, design and control of manufacturing and service organizations is emphasized.

## MS63T: Governance and Policies

The course will enable students to gain an understanding of IT Governance, policy frameworks and Corporate Governance and how to utilize these strategies to meet key objectives, manage risks, deliver value and measure performance in an organization. Students will also be introduced to the organiza-

tional interventions required to cultivate and sustain an effective, business-specific IT governance model which is an essential tool for deriving benefits and meeting business objectives.

## MS63S: IT Project Management

The course introduces students to the defining characteristics of IT projects, a variety of project management techniques, the challenges involved in executing IT projects, how to recognize warning signs associated with failing projects and how best to avoid them. The course will also cover management issues associated with different alternatives for sourcing information systems and acquiring infrastructure components.

## MS63R: Final  Project

In lieu of a thesis, each participant in the programme will be required to undertake a project which will entail defining and developing a software system which has real potential for solving a practical problem of significance to managers.  The system will require students to draw on their capacity to analyse business problems as well as on their ability to implement the software development tools, techniques and concepts learned throughout the programme.

## *Computer Science Courses*

## CS52Q: Software Engineering

This course examines some of the different ap-

proaches to software construction including object-oriented approaches, formal specification techniques, and prototyping.  The various stages in the life cycle of a piece of software, and the tools available for supporting the activities taking place in the different stages of the life cycle, as projects, will be examined.

## CS69X: Decision Support Systems

The course is divided into two sections. The first section will discuss organizational decision-making within a problem-solving framework and examine the role of computer-based models in supporting the various stages of the decision-making process. It presents an organizing framework for classifying various types of organizational problems. Then Simon's model is used to illustrate a normative approach to the problem-solving/decision- making process. The second section of the course discusses knowledge-based decision support systems, with a particular emphasis on Expert Systems.  We introduce students to Expert Systems as they offer an alternative solution to solving problems for which traditional solutions do not exist.  The different stages involved in the development of expert systems and their relevance to real world applications will be discussed.

## CS69Y: E-Commerce

The purpose of this course is to provide students with a solid understanding of eCommerce principles, strategy and business application in order to enable

them to identify opportunities and articulate strategies for employing eCommerce initiatives within their own organizations.

## CS69Z: IT Economics

The primary aim of the course is to introduce students to the importance of financial considerations in making decisions related to software; both in firms that develop software and in firms that use software to help them better achieve their strategic objectives. It will provide students with an introduction to the fields of software economics and IT business value analysis, and expose them to some of the tools that they can use to help firms make financially more responsible software related decisions.

## CS54U: Data Warehousing and Mining

The primary goal of Data Mining and Data Warehousing are to integrate heterogeneous data stores into one large repository of data which can then be mined to discover patterns and trends which would otherwise go undetected. Because of this emphasis will be placed on the steps involved in building a Data Warehouse and the benefits they can provide to an organisation. Various Data Mining techniques will be studied, in terms of the algorithms used and the benefits they can provide to an organization

### Department Contact Information

The Department of Management Studies
Faculty of Social Sciences
The University of the West IndiesMona

Jamaica, West Indies

The CBMIS Academic Directors:

Dr. Lawrence Nicholson
Dr. Lila Rao-Graham

The CBMIS Programme Coordinator:
Miss Asenath Sharpe

Department of Management Studies
UWI, Mona, Kingston 7
Telephone: (876) 977-3775/ 3808
Fax: (876) 977-3829
E-mail: msc.cbmis@uwimona.edu.jm

## MSc National Security & Strategic Studies

### Programme Objectives

The Primary focus of the Masters in National Security and Strategic Studies is to provide professional graduate level academic training for students who are likely to occupy the most senior positions in the security sector agencies and allied organizations across the Caribbean, so that they may be better prepared to meet the challenges of their roles.

The Programme aims at providing a better understanding of:

► Agency roles and functions
► The domestic, regional and international settings of national security policy
► He concepts of military threats

►     Issues of crime and violence

►     Terrorism, particularly narco-terrorism

►     Crises Management

►     Military alliances

►     "Third level" human rights as security concerns

►     National policy and programme analysis

### *Entry Requirements*

To gain entry to the programme, a candidate must have:

1. Held a position at mid-management level in the security forces, government or private security firm.

2. A Bachelor's degree from a recognized University at the level of lower second class or above

### *Special Admission*

3. Senior military and Police officers who have successfully completed a senior staff course will with the recommendation of their superior be considered for admission.

### *Duration of programme*

One year full-time or Two years part-time.

### *Programme Structure*

Students will be required to complete all courses outlined in the Semesters given. Part-time students are required to complete 2 courses per semester.

FACULTY OF SOCIAL SCIENCES

| Full-Time Year 1-Semester 1 | Full-Time Year 1-Semester 2 | Full-Time Year 1-Semester 3 |
|---|---|---|
| 1. NS60A - Management of Strategic Issues. | 1. NS66A - International Relations and National Security Issues. | 1. NS62A - Security and Defence Economics. |
| 2. NS61A - External and Internal Threats to | 2. NS69A - Research Methods. | 2. NS63A -National Security Policy  Hemispheric Security. and Programme Analysis. |
| 3. NS65A - New Dimensions of Power and Security in the Caribbean. | | 3. NS64A -National Security Issues. |
| 4. NS68A - Caribbean Security Perspective Social Management | | 4. NS67A - Contemporary eviance, Conflict and Governance. |
| | | 5. NS70A - Research Paper (Year-long) |

| Part-Time Year 1-Semester 1 | Part-Time Year 1-Semester 2 | Part-Time Year 1-Semester 3 |
|---|---|---|
| 1. NS65A - New Dimensions of Power and Security in the Caribbean. | 1. NS69A - Research Methods. | 1. NS62A - Security and Defence Economics. |
| 2. NS68A - Caribbean Security Perspective - Deviance, Conflict & Social Management. | | 2. NS67A -Contemporary Governance. |

| Part-Time<br>Year 1-Semester 1 | Part-Time<br>Year 1-Semester 2 | Part-Time<br>Year 1-Semester 3 |
|---|---|---|
| 11. NS60A - Management of Strategic Issues.<br><br>2. NS61A - External and Internal Threats to Hemispheric Security. | 1. NS66A - International Relations and National Security. | 1. NS63A -National Security Policy and Programme Analysis.<br><br>2. NS64A -National Security Issues.<br><br>3. NS70A - Research Paper (Year long) |

## MSc Accounting (full-time)

| Course Code | Course Name | No. of Credits | Course Weighting |
|---|---|---|---|
| NS60A | Management of Strategic Issues | 3 | 60% Exam<br>40% Coursework |
| NS61A | External and Internal Threats to Hemispheric Security | 3 | 60% Exam<br>40% Coursework |
| NS62A | Security and Defense Economics | 3 | 75% Exam<br>25% Coursework |
| NS63A | National Security Policy and Programme Analysis | 3 | 60% Exam<br>40% Coursework |
| NS64A | National Security Issues | 3 | 50% Exam<br>50% Coursework |
| NS65A | New Dimensions of Power and Security in the Caribbean | 3 | 40% Exam<br>60% Coursework |
| NS66A | International Relations and National Security Issues | 3 | 40% Exam<br>60% Coursework |
| NS67A | Contemporary Governance | 3 | 50% Exam<br>50% Coursework |
| NS68A | Caribbean Security Perspective- Deviance, Conflict and Social Management | 3 | 50% Exam<br>50% Coursework |
| NS69A | Research Methods | 3 | 80% Exam<br>20% Coursework |
| NS70A | Research Paper (year long) | *6* | *100%* |

### NS60A- Management of Strategic Issues

Students will receive a sound understanding of strategic management in the security sector and will have the ability to employ strategic and critical thinking skills in their work environment.

### NS61A-External and Internal Threats to Hemispheric Security

On the completion of this course students will be able to understand, analyze and disseminate intelligence on: terrorism, narco-terrorism, new crimes, social and political impact of security threats and the role of civil society in reducing crime and maintaining community safety.

### NS62A- Security and Defense Economics

Students will be able to understand the economic process that underlie, in conjunction with political interaction, various national security and defense resource allocation decisions, from budget-making to procurement to expenditures.

### NS63A-National Security Policy and Programme Analysis

The examination and analysis of how natural security policy is formulated and translated into the national security and defense budgets, programme priorities and force structures from it. The ability to analyze the development of national security policy and use analytical techniques to derive programmes and structures.

### NS64A- National Security Issues

To provide a better understanding of the issues affecting the security forces in the Caribbean. The seminar examines the regional security problems and will seek to provide solutions through the research completed by the students.

### NS65A-New Dimensions of Power and Security in the Caribbean

To present and analyze concepts and frameworks from making the complexity of domestic and regional politics and international relations clearer and more comprehensible. Much emphasis will be placed on the challenges to power politics and the state system.

### NS66A – International Relations and National Security Issues

To provide sound understanding of aspects of international politics, foreign policy and international laws that most affect the operations in the National Security Sector.

### NS67A- Contemporary Governance

This course deals with breaking issues in regional, hemispheric and global political economy and international relations. While historical antecedents are important to deal with the present and future breaking situations, it is also acknowledged that

some issues are so new and different that they are unanticipated by path-dependent approaches.

## NS68A- Caribbean Security Perspective-Deviance,, Conflict and Social Management

The course focuses on isolating, understanding and analyzing the various structural contexts that produce conflict, deviance, violence, and ultimately, divide societies.  I also gives simultaneous attention to the peculiarities in those contexts that inevitably work to prevent or discourage peace.

## NS69A-Research Methods

The principal purpose is to introduce students to the main issues in the philosophy of science and to foster a critical understanding of the main techniques of conducting social science research.  The student will also be introduced to the basics of preparing a research paper.

## NS70A – Research Paper

The thesis will be an opportunity to perform substantial analysis on a current security situation and to develop solutions.

***Department Contact Information***
Department of Management Studies
Tele. #: 977-3808,977-3775, 9776960, 702-2099
Programme email:
msc.nationalsecurity.uwimona.edu.jm

***Programme Coordinator***
Sandra Muirhead-Broomfield

## *MSc Tourism & Hospitality Management*

Specializations/Options:

- Tourism Management
- Hospitality Management

***The objectives of the programme are***

- Develop and improve their analytical and research capacities through rigorous graduate level courses.
- Gain a thorough knowledge of the operating characteristics of the international and Caribbean tourism business.
- Appreciate the importance of the strategic approach in ensuring the long term sustainability of tourism in the Caribbean region.
- Understand the processes through which tourism and hospitality organizations become internationally competitive and thereby enhance the national standards of living and levels of development.
- Gain an in-depth knowledge of the functional activities of tourism and hospitality operations in an International and Caribbean context.
- Learn practical, efficient and professional methods of solving industry problems through a series of case study analyses with the guidance of academic staff and in-

dustry experts who will share a wealth of knowledge and experience with the students.

- Be exposed to the "psychology" of tourism and the dynamics affecting the Caribbean tourism worker due to socio-historical and cultural variables.
- Improve the understanding of the vital role of tourism in the context of the macro economic development of the whole Caribbean region

### Entry Requirements

Matriculants are normally expected to have the equivalent of at least an upper-second class honours degree in Tourism or Hospitality Management. Students will be accepted from other disciplines if they have more than one year's post graduate experience in a Tourism industry sector.

### Mature Students

Managers and executives with over 10 years experience in the tourism and hospitality industry may be accepted to the programme. A first degree qualification will not be a compulsory entry requirement for such an applicant provided he/she has an equivalent professional qualification such as MHCIMA (Member of the Hotel & Catering International Management Association) – or CHA, (Certified Hotel Administrator awarded by the American Hotel & Motel Association).

### Duration of programme

Fifteen months full-time
Twenty-Seven months part-time

### Programme Structure

The programme carries 45 credit hours consisting of 11 three credit, 3 four credit and 1 not for credit courses. With the exception of the research course, there are 36 class room hours per course and an average of 12 hours per week. Full-time and part-time students attend the same classes.

In addition to taught class sessions, students will be exposed to periodic workshops and/or conferences based on topical, relevant and emerging issues as they impact on the industry.

| Tourism Management | Hospitality Management | Tourism Management | Hospitality Management |
|---|---|---|---|
| **(F/T)** *Yr. 1-Sem. 1* | **(F/T)** *Yr. 1-Sem. 1* | **(P/T)** *Yr. 1-Sem. 1* | **(P/T)** *Yr. 1-Sem. 1* |
| 1.Research & Quantitative Methods | 1. Research & Quantitative Methods | 1. Research & Quantitative Methods | 1. Research & Quantitative Methods |
| 2. Tourism Hospitality Marketing | 2. Tourism Hospitality Marketing | 2. Tourism Hospitality Marketing | 2. Tourism Hospitality Marketing |
| 3. Sociology of Tourism in the Caribbean | 3. Sociology of Tourism in the Caribbean | | |
| 4. Quality Service & Operations Management | 4. Quality Service & Operations Management | | |
| *Yr.1-Sem. 2* | *Yr. 1-Sem. 2* | *Yr. 1-Sem. 2* | *Yr. 1-Sem. 2* |
| 1. Human Resource Management & Industrial Relations | 1. Human Resource Management & Industrial Relations | 1. Human Resource Management & Industrial Relations | 1.Human Resource Management & Industrial Relations |
| 2. Financial & Management Accounting | 2. Financial & Management Accounting        T | 2. Sustainable Tourism Development | 2. Sustainable Tourism Development |
| 3. International Hospitality Business | 3. International Hospitality Business | | |
| 4. Sustainable Tourism Development | 4. Sustainable Tourism Development | | |

| Tourism Management | Hospitality Management | Tourism Management | Hospitality Management |
|---|---|---|---|
| *Summer* | *Summer* | *Summer* | *Summer* |
| 1. Decision Making Under Uncertainty | 1. Decision Making Under Uncertainty | 1. Decision Making Under Uncertainty | 1. Decision Under Uncertainty |
| 2. Infrastructure Management | 2. Food & Beverage Management | 2. Infrastructure Management | 2. Food & Beverage Management |
| 3. Tourism Management | 3. Property Management | | |
| *Yr.2-Sem. 1* | *Yr. 2-Sem. 1* | *Yr. 2-Sem. 1* | *Yr. 2-Sem. 1* |
| 1. Events Planning & Management | 1. Events Planning & Management | 1. Events Planning & Management | 1. Events Planning & Management |
| 2. Tourism Entrepreneurship and innovation Management | 2. Tourism Entrepreneurship and innovation Management | 2. Tourism Entrepreneurship and innovation Management | 2. Tourism Entrepreneurship and innovation Management |
| 3. Strategic Planning in Tourism/ Hospitality Business | 3. Strategic Planning in Tourism/ Hospitality Business | | |
| *Yr.2-Sem. 2* | *Yr. 2-Sem. 2* | *Yr. 2-Sem. 2* | *Yr. 2-Sem. 2* |
| Internship | Internship | 1. Financial & Management Accounting | 1. Financial & Management Accounting |
| | | 2. International Hospitality Business | 2. International Hospitality Business |

| Tourism Management | Hospitality Management | Tourism Management | Hospitality Management |
|---|---|---|---|
| | | *Yr. 2-Sem. 2* | *Yr. 2-Sem. 2* |
| | | *Summer* | *Summer* |
| | | 1. Tourism Management | 1. Property Management |
| | | *Yr. 3-Sem. 1* | *Yr. 3-Sem. 1* |
| | | 1. Quality Service & Operations Management | 1. Quality Service & Operations Management |
| | | 2. Sociology of Tourism in the Caribbean | 2. Sociology of Tourism in the Caribbean |
| | | 3. Strategic Planning in Tourism/ Hospitality Business | 3. Strategic Planning in Tourism/ Hospitality Business |
| | | *Yr. 3-Sem. 2* | *Yr. 3-Sem. 2* |
| | | 1. Internship | 1. Internship |

| COURSE (Core) | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| MGMT6120 | Research & Quantitative Methods | 4 | 60% Exam 40% Coursework |
| MKTG6121 | Tourism & Hospitality Marketing | 3 | 50% Exam 50% Coursework |
| SOCI6101 | Sociology of Tourism in the Caribbean | 3 | 60% Exam 40% Coursework |
| MGMT6122 | Quality Service & Operations Management | 3 | 60% Exam 40% Coursework |
| MGMT6123 | Human Resource Management & Industrial Relations | 4 | 60% Exam 40% Coursework |
| MGMT6124 | Financial & Management Accounting | 4 | 60% Exam 40% Coursework |
| MGMT6125 | International Hospitality Business | 3 | 60% Exam 40% Coursework |
| MGMT6126 | Sustainable Tourism Development | 3 | 50% Exam 50% Coursework |
| MGMT6127 | Decision Making Under Uncertainty | 3 | 60% Exam 40% Coursework |
| MGMT6132 | Strategic Planning in Tourism/ Hospitality Business | 3  3 | 100% Research Paper |
| MGMT6133 | Events Planning and Management | 3 | 60% Exam 40% Coursework |
| MGMT6136 | Tourism Entrepreneurship and Innovation Management | 3 | 60% Business Plan 40% Coursework |
| MGMT6135 | Internship | 0 | 100% |

| COURSE (Core) | | | |
|---|---|---|---|
| Course Code | Course Name | No. of Credits | Course Weighting |
| MGMT6129 | Tourism Management | 3 | 60% Exam 40% Coursework |
| MGMT6128 | Infrastructure Management | 3 | 60% Exam 40% Coursework |
| MGMT6130 | Food & Beverage Management | 3 | 60% Exam 40% Coursework |
| MGMT6131 | Property Management | 3 | 60% Exam 40% Coursework |

*Course Description*

## MGMT6120: Research and Quantitative Methods

The main objectives are (i) to develop and transmit knowledge about research methodologies for postgraduate study in the social sciences and related disciplines, and (ii) to encourage critical thinking as a foundation for subsequent study, employment, and personal development. Specific competencies to be developed include quantitative, problem-solving, written and oral communication, information technology and lifelong learning skills.

## MGMT6121: Tourism & Hospitality Marketing

*The general objectives in this course are to*

- Understand strategic planning in the tourism environment
- Understand the needs of customers within the tourism industry

- Understand tourism product development
- Understand how to promote and price tourism products

## MGMT6122: Quality Service & Operations Management

*This course is designed to*

- Introduce students to the general principles of quality service management in the tourism and hospitality industry.
- Help students to understand the roles of all stakeholders in creating a culture of quality service management.
- Demonstrate the importance of effective quality service management for organization profitability and sustainability.

## SOCI6101: Sociology of Tourism in the Caribbean

This course seeks to provide a comprehensive under-

standing of tourism policies and their actual and potential impacts on the social and cultural fabric of Caribbean societies.  At the end of the course students should be able to:

• Perform social impact analysis in relation to tourism development.
• Engage in social policy formulation as it relates to tourism development.
• Competently discuss sociological theories of tourism and their relevance to Caribbean society.

## MGMT6123: Human Resource Management & Industrial Relations

This course is designed to introduce students to the general principles of the behaviour of people within organizations and the best way of managing to achieve organizational effectiveness.  At the end of the course students will among others be able to:

• Identify and explain the major theories of work and job design and highlight the implications for the management of people.
• Describe the process of conflict management and resolution in unionized setting.

## MGMT6124: Financial & Management Accounting

This course will provide students with a solid conceptual and practical understanding of the disciplines of both financial and management accounting theory and practice,

as well as the opportunity to develop competence in the handling of accounting data in the hospitality industry.

## MGMT6125: International Hospitality Business

This purpose of this course is to familiarize students with the globally applicable theories of international business in the context of the practice of management in a small open developing country environment, while also focusing on the key challenges confronting government policy makers and firm managers who are seeking to improve the competitiveness of the tourism and hospitality sectors over which they have responsibility, or the firms that they manage. The course builds upon the unassailable conclusion that the development of countries in the Caribbean region will rest upon the ability of firms within the region to engage profitably in international business activities.

## MGMT6126: Sustainable Tourism Management

This course will introduce the principles of sustainable development, provide an understanding of the social, economic and environmental issues that will determine the future of tourism in the Caribbean, and impart the skills needed to develop and manage the industry on a more sustainable basis in the years ahead. The course will introduce students to methods for planning, developing, financing and managing tourism products within a framework of sustainable development, including attraction management, marketing and specialist operations such as eco-tourism.

## MGMT6128: Decision Making Under Uncertainty

Decision Making Under Uncertainty is designed to address the application of decision theory to the quantitative analysis of risky decision problems. Risky decision problems generally involve large amounts of resources that must be committed to alternatives in competitive and uncertain environments. Examples would include corporate acquisition decisions, new product decisions, major capital investment decisions, choices among alternate technologies, and choices among alternate destinations. Many of these problems can be conceptualized and structured using the ideas of decision theory. The course therefore provides a structured framework within which the decision maker can make logical and rational decisions, using various decision-making tools. These tools include Linear Programming, Probability Models, Decision Tree, Utility, Influence Diagram, and Monte Carlo Simulation.

## MGMT6129: Tourism Management

The course focuses on approaches to and trends in destination marketing, a practical framework for strategic destination marketing/branding, analyzing and interpreting the macro, market and competitive environments, undertaking a destination attractions and resource analysis, market segmentation and the selection of target markets, destination branding and competitive positioning, developing and implementing integrated marketing and communication strategies, facilitating destination marketing partnerships, benchmarking and evaluating destination marketing strategies, and managing information and marketing research.

International "best practices", relevant case studies and practical guidelines form an integral part of the course.

## MGMT6130: Food & Beverage Management

This course introduces students to the strategic elements of food and beverage management. Students who take the course will be exposed to ways in which food and beverage outlets may be both a source of profit and competitive advantage for the organization. They will also be exposed to the most common pitfalls in successfully operating such outlets and should gain an understanding of why some organizations have chosen to outsource their food and beverage management outlets.

## MGMT6131: Property Management

This course is designed to introduce you to the general principles of managing the non food and beverage concerns of tourism properties. Rather than focusing on the nuts and bolts of day to day management the course will focus on the strategic aspects of property management. In particular we will focus on creating an experience for the guest through effective management of all of the aspects of property management.

## MGMT6132: Strategic Planning in Tourism/ Hospitality Business

The research paper demonstrates your ability to develop a sound research question and to answer that question using sound scientific techniques. For the duration of the programme, meetings are held with students to discuss

their research paper ideas, provide assistance with the selection of research topics, the assignment of supervisors, and the completion of the research paper. Meetings are not scheduled but are held at least once per semester. Additional meetings may be planned if necessary or as the research paper deadline draws near. Students will be required to produce a research paper in the form of a company report or on an issue of interest to the student in his/her specialization. The research paper/report must be submitted within one year after completion of all written courses.

## MGMT6133: Events Planning & Management

The importance of the events industry lies in its ability to create employment and income, to increase foreign exchange earnings and stimulate business activity within host destinations. In addition, it helps promote the destinations as an international tourist destination. It is therefore the purpose of this course to expose students to the intricacies of planning, managing, facilitating and executing such events.

## MGMT6136: Tourism Entrepreneurship & Innovation Management

The creation of new business, especially in a small, open economy, has significant implications for the development of the country in general and the tourism industry in particular. It is therefore the aim of this course to develop the students' understanding of the process of and context of entrepreneurship as well as to provide key concepts which will enable them to take advantage of the mushroom of en-

trepreneurial opportunities that accompany the increased investments in the hospitality sector and the general tourism system.

## MGMT6135: Internship

This working experience is designed for the professional development of the interns where they will be exposed to challenging working environments which will enhance and develop new skills. Students will work with managers within the organization who will expose them to the many aspects of managing a hospitality organization. Persons with prior working experience and those currently employed in the tourism and hospitality industry will be exempted from the internship.

### Additional Information

MKTG6121 is now MGMT6121; SOCI6101 is now MGMT6140

We are also reminding you to advertise our tuition fees in $J only and not US$. It is $J799,632.

Our re-sit fees have also been changed. Effective academic year 09/10 coursework only is $7000 and examination is $15000.

### Department Contact Information

The Department of Management Studies

The University of the West Indies

Mona, Kingston 7

Jamaica, West Indies

Telephone: 977-3775/3808

Email: msc.tourism@uwimona.edu.jm

Programme Coordinator: Sophia Wellington

<div style="writing-mode: vertical">FACULTY OF SOCIAL SCIENCES</div>

# MONA SCHOOL OF BUSINES

Executive Director:     Professor Evan Duggan, BSc, MBA, PhD Georgia State

The Mona School of Business offers the following Graduate programmes:

► Doctorate in Business Administration (DBA)
► Executive Master in Business Administration   (EMBA)
► Master in Business Administration (MBA) Specializations for both programmes are available in the following areas:
Banking and Finance
International Business Management
Human Resource Management
Marketing Management
Management Information Systems
General Management
► MSc Telecommunications Policy and Technology Management

► Diploma in Business Administration.

## *Doctorate in Business Administration (DBA)*

### *Entry Requirements*
The DBA programme seeks candidates who:
Are MBA, MA, and MSc. EMBA graduates of an approved university with a B+ average;
AND

► Have relevant management experience and have access to strategic and operational data of a firm;
► Are senior managers or are earmarked for senior management positions;

OR

Have been lecturing at the tertiary level no less than 3 years.

Duration of programme   4 years

### *Programme Structure*
The DBA will follow a trimester format over a four year period. It incorporates a taught component in the form of ten (10) compulsory courses, and two (2) seminars or courses drawn from a pool of complementary field of study.

| COURSE (Core) | | | |
|---|---|---|---|
| Course Code | Course Name | No. of Credits | Course Weighting |
| SB900 | Global Management Trends | 3 | 50% Exam<br>50% Coursework |
| SB901 | Quantitative & Qualitative Research Methods for Managerial Decision-Making | 6 | 50% Exam<br>50% Coursework |
| SB902 | International Marketing | 3 | 60% Exam<br>40% Coursework |
| SB903 | Business Development, Entrepreneurship & Innovation | 3 | 60% Exam<br>40% Coursework |
| SB904 | Multi-Variate Analysis | 3 | 60% Exam<br>40% Coursework |
| SB906 | Strategic Use of Information & Communication Technology | 3 | 60% Exam<br>40% Coursework |
| SB907 | Finance | 3 | 60% Exam<br>40% Coursework |
| SB908 | Internationalization of Small & Medium Enterprises | 3 | 40% Exam<br>60% Cousework |
| SB909 | Global Competitiveness | 3 | 40% Exam<br>60% Coursework |
| SB910 | Strategy Dynamics | 3 | 40% Exam<br>60% Coursework |

FACULTY OF SOCIAL SCIENCES

| COURSE (Electives) | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| SB911 | Comparative Labour Relations | 3 | 60% Exam 40% Coursework |
| SB912 | Labour and Employment Law | 3 | 60% Exam 40% Coursework |
| SB913 | Labour Economics | 3 | 60% Exam 40% Coursework |
| SB914 | Workplace Negotiation & Conflict Management | 3 | 60% Exam 40% Coursework |
| SB915 | Psychology of Motivation & Group Behaviour | 3 | 60% Exam 40% Coursework |
| SB916 | Psychological Measurement & Testing Assessment | 3 | 60% Exam 40% Coursework |
| SB917 | Performance Management | 3 | 60% Exam 40% Coursework |
| SB918 | Complex Organizations & Change | 3 | 60% Exam 40% Coursework |
| SB919 | Collaborative and Network Governance | 3 | 60% Exam 40% Coursework |
| SB920 | Public Budgeting Policy & Development Performance Outcomes | 3 | 60% Exam 40% Coursework |
| SB921 | International Public Policy | 3 | 60% Exam 40% Coursework |
| SB922 | Harmonization of Sectoral & Regional Policy | 3 | 60% Exam 40% Coursework |
| SB923 | Human Capital Development | 3 | 60% Exam 40% Coursework |
| SB924 | Knowledge Management | 3 | 60% Exam 40% Coursework |
| SB925 | Cross-Cultural Management | 3 | 60% Exam 40% Coursework |

## Quantitative & Qualitative Research Methodologies for Managerial Decision-Making:

**This course is offered in two parts.**

Part A highlights the use of research in operational and strategic decision-making, including key algebraic tools and other measurement issues in the global business environment. The growing trend of combining quantitative and qualitative research methodologies will be explored.  A wide array of methods will be examined with attention being paid to the strengths and weaknesses of a variety of data collection methodologies.  Upon completion participants will be able to formulate a research question, compile a comprehensive literature review, collect requisite data, and analyze and interpret with select statistical packages.  The value of this course to participants will be realized in the DBA programme and in any other research undertaking.

This component has an examination.

Part B

**Proposal Writing**

Grounded in theoretical frames, we introduce the practical techniques for writing solid proposals for three critical and diverse audiences

a) Academic research papers.

b) Investment proposals

c) Government/ International Agency funding
   proposal

Guidance on selecting and refining the appropriate research methodology to suit the intended audience will be provided.  Critical to this segment will be an understanding of the ethics of research, the evaluation of research and the conceptualization of a research paper. The output from this segment will be the development of three types of proposals.

### Multivariate Statistical Analysis

This course emphasizes the use and application of multivariate data analysis for analyzing problems involving multiple variables.  The course introduces students to an overall understanding of multivariate statistical methods and guides them through the application of these methods for analyzing typical data sets that may be encountered in the dissertation phase of the programme, subsequent research undertakings, and for solving practical problems in business management. Students will be taught the appropriate use and application of the following statistical analytical techniques: Multiple Regression Analysis; Logistic Regression; Multiple Discriminant Analysis; Factor Analysis; Multivariate Analysis of Variance (MANOVA); Canonical Correlation Analysis; Cluster Analysis, Multidimensional Scaling; Introduction to Structural equation modeling (SEM). Students will be required to use popular statistical packages, such as SPSS, SASS, STATA, or E-Views to do the required statistical computing.

### Global Management Trends

Predominantly using case studies, participants will

examine the experiences of the last three decades to analyze emerging management mega trends and key variables on managerial practice. The course will focus on the impact of society on management, the impact of culture, values and ethics on customers, organizations, employees and society. Additionally, the course will examine among other things, the extra regional thrust towards mergers and acquisitions, spin offs, and its implications for corporate governance, nation building and achieving financial results.

## Strategic Use of Information and Communications Technologies

The course seeks to equip participants with the knowledge to bridge concepts and practice in order to respond to the challenges and opportunities facing Caribbean organisations in the adoption and diffusion of ICT, for strategic enablement and increased global competitive positioning in the information revolution. It provides insights into the key managerial issues surrounding management and use of ICT and other linked technologies in organizations as a strategic corporate resource. Participants will gain an awareness of approaches for appropriating ICT to enhance organizational competency and competitive advantage from a Caribbean perspective

## Business Development, Entrepreneurship and Innovation:

This course explores the critical success factors of the contemporary firm, given the reality that firms,

regardless of size, geographic location and apparent financial strength have no guarantees of survival in today's environment. It covers some of the basics of business development and innovation management and focuses on redefining business practices and nurturing and harnessing innovation within the Caribbean context with the use of research and development. Topics to be covered include innovation of products and processes for customer value, new product development process, commercializing innovations, business intelligence, risk identification and negotiation skills, among others. It should be emphasized that a great part of the course focuses on managing new product development (NPD) processes in business organizations.

## International Marketing

Under the overall theme of "business and marketing across national boundaries", this course focuses on examining the notion of the 'global village' and related issues. We will explore the implications of homogenization of consumer tastes within this global village, as well as assess future trends and their potential impact on international business and marketing strategy. The course focuses on both regional and global issues and encompasses both larger and smaller firms. It is structured so as to provide an appropriate environment for the students to explore issues concerning the need for strategic adjustments, including research and development, to enhance innovativeness and competitive- ness at the corporate and national levels. The overall objective of this course is to examine issues related to business

and marketing across national boundaries within the context of the Caribbean Single Market.

## Finance

Finance focuses on the financial structure and problems of corporations, as well as the organization and operation of markets and financial institutions within the ambits of the domestic and international political economy. It deals with the development and maintenance of sound financial policies, the organization and behavior of financial markets and investors, and the influence of public policies and investor psychology on financial markets and on corporate finance. The Concept of sustainable growth will also be introduced as it is an important organizing framework when working with financial statements. Relatively new, especially to the Caribbean markets, are certain innovative financial products, especially derivatives, which will also be explored.

The Corporate Finance component will have specific reference to three (3) important questions faced by financial managers:

► *What long term investment should the firm take on?*
This is the capital budgeting decision and the valuation of securities.

► *How can cash be raised for the required investment?*
These are the financing, the capital structure and cash determination decisions.

► *How to structure incentive and control systems to manage firms and optimize performance and value?*

*Among the topics to be included are:*
► Financial Incentives and Corporate Control
► Valuation of Projects, Financial Assets and the Firm
► Sourcing Financial Resources, Capital Structure & Payout Policy
► Behavioral Finance
► Financial Risk Management and Derivatives
► Financial Markets and Institutions
► Taxation and Financial Decision making
► Exchange Rate Determination

## Internationalization of SMEs

Using case studies and building upon stage model theory, network theory and organization capabilities perspective of internationalisation, this course examines the factors that are encouraging the rapid internationalization of SMEs and seeks to identify factors critical to the success of the internationalisation process given the dynamics of international trade systems, which impacts the business environment. Contemporary coping strategies such as alliances, and utilizing the diaspora will also be examined. A heavy reliance will be placed on the operational data of regional SMEs and access by candidates to this data therefore becomes critical. Candidates will also be exposed to proposal writing techniques relevant to the International fora.

FACULTY OF SOCIAL SCIENCES

## Global Competitiveness

Central to the teaching of this course is promotion of the understanding that it is firms and not countries that compete. Within this context the course will focus on the competitive pressures from increasing trade openness and globalization and how it forces domestic firms to upgrade their techniques and technologies in order to compete with imports and internationally through exports. The course will also demonstrate that there is the need for the macroeconomic framework and the institutional environment to foster and promote innovation as important within the context of building globally competitive firms and by extension a competitive economy. The course will also stress that firms seeking to upgrade, often do so incrementally, and require a continuous stream of information, technical and business development services (BDS).

A key component of this course will be the examination of Country Case Studies. The focus will include case studies of small open economies that have succeeded in fostering a high level of competitiveness, carving out high value-added niches in the global economy. The cases should briefly review the technological performance of the firms in these countries and describe the main policies and programs. In particular, the study should highlight how the firms with or without government support programs have overcome the barriers in terms of size of the domestic market, technology transfer from abroad and low domestic capacity. Further, the experiences should be contrasted to the status of technology adoption and public policies in the Caribbean.

## Strategy Dynamics

Given volatility within the business environment, success largely depends on precise anticipation of market trend, quick responses to customer needs, indicative of finely honed creative and strategic thinking. With the use of cases, this course seeks to identify fluid strategies for dealing with complex, volatile and uncertain environments.

The course will show that for a company to succeed it must weave its key business processes into hard-to-imitate strategic capabilities and distinguish it from its competitors. Capability will be presented as a set of business processes strategically understood. The course will demonstrate that such capabilities are collective and cross-functional – a small part of many people's jobs, not a large part of a few people's job.

With the use of case studies we will undertake a comparative analysis of strategies employed by successful and unsuccessful companies. The focus will be on the four key principles of capabilities-based competition. These principles are:

► Business Processes;
► Transforming a company's key processes into strategic capabilities that consistently provide superior value to the customer;
► The key role of making strategic investment in support infrastructure that links together

all business units and functions; and

► Presenting the CEO as the champion of ca pabilities-based strategy.

Labour and Employment Relations

## Comparative Labour Relations

This course provides a comparative picture of the legal framework of many institutions of labour, procedures and various means for dispute settlement in the collective bargaining process, and generally for the conduct of industrial relations in the English speaking Caribbean. The course seeks to address relevant questions concerning the future of Caribbean labour relations such as: What is the future model for an effective labour relations system? Should the system be more voluntary, or more legalistic, or more of a consensus-based model? Can the use of the political methods now be effectively and strategically employed to explore the potential of national social partnership accords for economic and social development? Can the consensus-based model, as exists in Ireland and Barbados, offer new possibilities for national development strategies in the Caribbean?

## Labor and Employment Law

This course surveys and analyzes the laws governing labor relations and employee rights in the workplace. It examines the legal framework in which collective bargaining takes place, including union organizational campaigns, negotiations for and enforcement of collective bargaining agreements, and the use of economic and political pressure. The second half of the course explores the adequacy of existing laws against discrimination based on race, religion, sex, residence, age, and disability.

## Labour Economics

Focuses on both the economic analysis of unions and collective bargaining in our economy and the economic forces that affect collective bargaining. The method is to identify and conceptualize the structural determinants of relative bargaining power. On this basis, the course examines both the economic outcomes of collective bargaining and current bargaining trends in a variety of industries. Tentative theoretical analyses of unionism (neoclassical, institutionalist) are compared. The statistical techniques and empirical results of research on the union effect on economic outcomes (wages, prices, inflation, profits, productibility, earnings inequality) are also evaluated. The effect of technology, corporate structures, and public policy on union bargaining power is outlined, and a number of case studies of collective bargaining in the private sector are reviewed.

## Workplace Negotiation and Conflict Management

This course explores the theory and practice of negotiations as applied in the context of a business. The course is intended primarily for students preparing for a career in Human Resource Management, Industrial Relations or in general management. Many of the principles encountered in this course will be applicable to problem solving and conflict resolution

in other aspects of life.

The objective is to expose students to the theory and practice of negotiation as it applies to workplace and the models for managing conflict that are appropriate to the resolution of intra-organisational disputes.

## ORGANIZATION DEVELOPMENT

### Psychology of Motivation & Group Behaviour

The underlying causes of stress in an organization will be examined to determine their co-relation with the behaviour of people in an organizational setting. Comparisons will be made with the activities in a social setting by groups.  Group dynamics and interpersonal behaviour and the effect on group decision-making will also be studied.  Topics will include:
Workgroup behaviour vs. social group behaviour
Group dynamics and interpersonal behaviour
Group decision-making
Occupational Stress

### Psychological Measurement, Testing Assessment

This course will explore the application of assessment tools for leadership development and succession planning, employment and selection, team building and organizational functioning.  The concept of emotional intelligence will be examined and compared with IQ testing and contemporary psychological testing and measurement tools including:
Vocational Testing
Differential Aptitude Testing

Personality Testing
Personality Typing
Performance Management

The critical role that efficient performance plays in an organization's success gives rise to the need for innovation in the management of that performance. Internal business processes will be examined and reengineered as well as the approaches to recognition of performance.  The effect of incentives on performance and the financial implications will also be examined.   Topics will include:
Internal Business Processes
Reinforcement, Awards and Merits
Financial Measurements of Business Performance

### Complex Organizations, Transformation Management and Change

The mechanistic view of organizations as perceived by classical scientists that involved fixed theories using linear methods will be revisited and juxtaposed with modern non-linear approaches to organizational design and development as demanded by the dynamic changes necessitated by the business environment.

- ► Theories of Complexity
- ► The Learning Organization and Transformation
- ► Chaos Theory
- ► Initiating and Managing Change

## POLICY, GOVERNANCE AND MANAGEMENT

### Collaborative and Network Governance

The course will look at the governance of contract and collaborative networks (resource sharing, formal contract network, joint program network), the blurring of boundaries with the involvement or incorporation of the state into such networks. Networks are horizontal, but when the state sector gets involved the structure becomes horizontal. It will be one of the paramount lessons of the course to decipher what these complexities are and how they affect programme outcomes. Sector study areas will include: disaster management, poverty reduction, social protection, crime fighting.

Private participation in policy and service delivery: public goods production, public infrastructure development and public-private partnership (legal and policy underpinnings, procurement and contracts management, project financing and corporate tax issues). The governance of water, roads, electricity and the need to include community and cultural institutions in the processes of decision-making.

### Public Budgeting Policy and Development Performance Outcomes

This will look at models of public budgeting and developmental outcomes. It will involve examination and evaluative assessment of Throne Speeches and budgets from 1989-2005. It will involve hands-on re-search and examination of national budgets (Caribbean).

### International Public Policy

This course examines global, regional and local efforts at disaster management, pandemics and evaluations of performance. It seeks to explore whether size and relative affluence have been inhibiting factors in response and planning and implementation.

### Harmonization of Sectoral and Regional Policy

Utilizing lesson drawing from the E.U. experience, this course examines the attempts at regional policy harmonization by CARICAD and their member states, with specific focus on barriers to implementation, capacity deficits and focuses on a coherent procedural framework to accomplish the harmonization objectives.

## HUMAN RESOURCE MANAGEMENT

### Human Capital Development

This course will explore current issues and strategies for the identification, development and retention of human capital. In particular, it will examine the strategic relevance of recruitment and selection, training and development and performance management strategies for the development and retention of the high-performing workforce. It will also demonstrate how workforce diversity can be used as a strategy to facilitate organizational learning and further used

to promote creativity and innovation. In keeping with contemporary trends in this field, the course will further present techniques for the assessment of human capital and the calculation of its contribution to the asset base of organizations. A necessary component of this course will be the requirement to demonstrate the practical relevance of these strategies through the application of the principles developed to live business situations.

## Knowledge Management

Many researchers consider knowledge to be the key resource for today's organization. The major challenge for organizations, however, lies in their capabilities to move knowledge from the tacit dimension (within the employee) to the explicit dimension where it can be codified and made available to the wider organization community. Within this context, the course will examine the concept of knowledge in both the tacit and explicit dimensions and explore the process by which knowledge can be created, processed, stored, shared, and finally, used to create new knowledge that can add significant value for the organization.

The course will also examine the evolution of knowledge management from a technology-based application to the emerging trends marked by the increasingly use of the term, "intellectual capital" to highlight the importance of human capital, intellectual assets, and structural capital.

## Cross-cultural Management

This course will explore the cultural issues involved in managing and trading across boundaries. It will also examine issues in ethics, the corporate responsibility of transnational corporations, and communications across borders and cultures. A key component of the course will be a requirement to examine the initiatives of organizations based in the Caribbean that have pursued global expansion strategies.

Programme Coordinator: Mrs. Maxine Lettman-Hall

Executive Master in Business Administration (EMBA)

### *Specializations/Options*
► Banking and Finance
► International Business Management
► Human Resource Management
► Marketing Management
► Management Information Systems

### *The objectives of the programme are*
► To provide senior management personnel with appropriate human, technical, administrative and organizational skills
► To ensure the ability to evaluate corporate performance while maximizing customer value
► To encourage transformational leadership and changes relative to global competitiveness

## Entry Requirements

Applicants must:

► Have a degree from an approved University or hold an equivalent qualification acceptable to the Board for Graduate Studies, The University of the West Indies, Mona.

► Have at least five (5) years' work experience in a senior management position.

► Be willing to commit themselves to a rigorous 29-month programme.

### Duration of programme

Twenty-Nine Month

### Programme Structure

**The FOUNDATION Module**

Learning Strategies · Computer Business Application

Graduate Mathematics for Management Education

**EMBA THEMATIC Modules**

| Evaluating Corporate Performance | Maximizing Customer Value | Transformational Leadership | Global Competitiveness |
|---|---|---|---|

**COURSE**

Teambuilding

| Financial & Managerial Accounting | Marketing Management for Managers | Advanced Critical Thinking Management | Business Policy & Strategic |
|---|---|---|---|
| Financial Management | Operations Management | Communication for Managers | Macro-Economic Implications for Business |

| | | | |
|---|---|---|---|
| Quantitative Techniques for Managerial Decision Making | Behavioural Science for Managers 1 | Behavioural Science for Managers 2 | Business in a Global Envioronment |
| Economics for Business (Micro) | Management Information Systems | Business, Government & Society | New Ventures & Entrepreneurship |
| Management Decisions with Statistics | Transformational Leadership | | |
| Module Project (Optional) | Module Project (Optional) Electives | Personal Development Electives | Personal Development |

Module Project

Personal Development Electives

*In the second year a major project reflecting either of the theme - Evaluating Corporate Perform- ance or Maximizing Customer Value is done*

*Each student must obtain two programme credits by completing all the requirements of their chosen electives*

### *Academic Electives*

At least one elective should be chosen from the MBA concentrations.

Each student is required to do the three (3) foundation courses as well as Teambuilding before proceeding to the core courses which form the underpinning for the four (4) themes encompassed in the EMBA programme.

During this time, students are also required to do two (2) Personal Development Electives.

In the second year of the programme, a major project is undertaken reflecting either of the themes Evaluating Corporate Performance or Maximizing Customer Value.

EMBA students are required to do one (1) elective chosen from the MBA concentrations

| COURSE (Core) | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| | Learning Strategies | 0 | |
| | Computer Business Application | 0 | |
| SBCO6030 | Graduate Mathematics for Management Education | 0 | 100% CA |
| SBCO6110 | Financial and Managerial Accounting | 3 | 60% Exam 40% Coursework |
| SBCO6140 | Financial Management | 3 | 60% Exam 40% Coursework |
| SBCO6320 | Quantitative Techniques for Managerial Decision Making | 2 | 60% Exam 40% Coursework |
| SBCO6330 | Economics for Business (Micro) | 2 | 80% Exam 20% Coursework |
| SBCO6430 | Macro-Economic Implications for Business | 2 | 80% Exam 20% Coursework |
| SBCO6420 | Management Decisions with Statistics | 2 | 60% Exam 40% Coursework |
| SBCO6800 | Module Project | 2 | 50% Exam 50% Coursework |
| SBCO6150 | Marketing Management | 3 | 60% Exam 40% Coursework |
| SBCO6160 | Operations Management | 3 | 60% Exam 40% Coursework |
| | | | |

| SBCO6300 | Behavioural Science for Managers - 1 | 1 | 50% Exam 50% Coursework |
|---|---|---|---|
| SBCO6400 | Behavioural Science for Managers - 2 | 2 | 50% Exam 50% Coursework |
| SBCO6370 | Management Information Systems | 2 | 60% Exam 40% Coursework |
| SBCO6010 | Advanced Critical Thinking for Managers | 0 | 50% Exam 50% Coursework |
| SBCO6020 | Communication for Managers | 3 | 55% Exam 45% Coursework |
| SBCO6080 | Personal Development Electives (Public Speaking, Ethics in Business, Social and Business Etiquette, Learning through Service, Action Learning Projects or Career Development) | 2 | 100% Coursework Assessment |
| SBCO6220 | Business, Government & Society | 3 | 60% Exam 40% Coursework |
| SBCO6310 | Transformational Leadership | 3 | 50% Exam 50% Coursework |
| SBCO6190 | New Ventures and Entrepreneurship | 3 | 60% Exam 40% Coursework |
| SBCO6200 | Business Policy and Strategic Management | 3 | 70% Exam 30% Coursework |
| SBCO6340 | Business in a Global Environment | 3 | 70% Exam 30% Coursework |

| COURSE (Electives) | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| SBFI6010 | Investment Analysis and Portfolio Management | 3 | 60% Exam 40% Coursework |
| SBFI6020 | Advanced Corporate Finance | 3 | 60% Exam 40% Coursework |
| SBFI6030 | International Monetary Economics and Finance | 3 | 60% Exam 40% Coursework |
| SBFI6040 | Management of Financial Institutions | 3 | 60% Exam 40% Coursework |
| SBMA6010 | Marketing Research | 3 | 40% Exam 60% Coursework |
| SBMA6020 | Consumer Bahaviour | 3 | 40% Exam 60% Coursework |
| SBMA6030 | Marketing Strategy and Product Policy | 3 | 60% Exam 40% Coursework |
| SBMA6040 | International Marketing and Export Strategy | 3 | 50% Exam 50% Coursework |
| SBIB6010 | International Human Resource Management | 3 | 60% Exam 40%Coursework |
| SBIB6020 | International Business Management | 3 | 60% Exam 40% Coursework |
| SBHR6010 | Human Resource Management | 3 | 60% Exam 40% Coursework |
| SBHR6020 | Industrial Relations and Negotiation Strategies | 3 | 60% Exam 40% Coursework |
| SBHR6030 | Organizational Development and Change | 3 | 60% Exam 40% Coursework |
| SBHR6040 | Counseling for Human Resource Practitioners | 3 | 60% Exam 40% Coursework |

FACULTY OF SOCIAL SCIENCES

| MGMT6024 | IT Project Management | 3 | 60% Exam<br>40% Coursework |
| SBMI6020 | Electronic Commence | 3 | 60% Exam<br>40% Coursework |
| SBMI6030 | Advanced Database<br>Management Systems | 3 | 60% Exam<br>40% Coursework |
| COMP5120 | System Design and Software<br>Engineering | 3 | 60% Exam<br>40% Coursework |

***Course Description***

### Learning Strategies

This course provides a brief overview of the requirements and challenges involved in pursuing    graduate studies. It equips students with an understanding of learning principles, strategies and styles which should be used to derive maximum benefit from the diverse teaching  strategies and styles to which they will be  exposed. Emphasis will be placed on integrating  learning styles with methods usually employed at the graduate level.

### Computer Business Applications

All students in the EMBA and MBA programmes are expected to make considerable use of computers during their programme of study. It is for this reason that the  possession of a laptop is considered essential for partici-pation in and out of class. This course will provide students with an introduction to the major software  applications that are used in business and which they will be expected to use during the programme.   Included will be applications such as Excel, PowerPoint and Word.  Students will also be exposed to guidelines on document preparation and use of Internet sources in research.

### SBCO6030: Graduate Mathematics for Management Education

This course deals with some of the basic mathematical  problems that students have and minimizes the fear of doing mathematics. It deals with typical mathematical shortcomings of MBA students and  re-orients them to various mathematical concepts related to the disciplines they will cover in the MBA programme.

## SBCO6110: Financial and Managerial Accounting

This course examines the internal accounting systems and current practices of businesses to develop an understanding of the uses and limitations of accounting information in planning, control, decision making, performance evaluation and external reporting processes. It offers a balanced coverage of the concepts, methods and uses of financial and managerial accounting information with a strong emphasis on analysis and reporting.

## SBCO6140: Financial Management

The main objective of this course is to provide an understanding of financial decision-making and financial theory from the point of view of corporate financial managers in competitive financial fields. The course explores various financial theories and their application to real life situations.

## SBCO6320: Quantitative Techniques for Managerial Decision Making

This course provides an introduction to a selection of quantitative techniques commonly used to structure and analyze business decision problems. Specifically, the technique best suited to the type of problem and where most applicable and relevant, computer-based techniques.

## SBCO6330: Economics for Business (Micro)

This course is designed to stimulate economic thought as it pertains to decisions and problem solving that confront managers. Decisions will be arrived at by obtaining, processing and using economic information and principles relative to such areas as consumer behaviour, demand theory, production, cost and markets.

## SBCO6420: Management Decisions with Statistics

This course provides students with a conceptual framework of statistics and its many applications in business. The presentation of techniques in the context of real business problems and the statistical results will be used to equip managers to obtain insights on the solutions to problems they are likely to encounter.

## SBCO6800: Module Project

The primary aim of this course is to help students develop the capability to use the concepts, frameworks and techniques presented in other courses to analyse, explain and propose solutions to problem situations that confront organizations. It is also aimed at developing an appreciation for how to summarise technical analysis and present it in a readily understandable form.

## SBCO6150: Marketing Management

This course seeks to acquaint students with key concepts, theories and techniques of marketing and their application to business challenges. Exposure

is given to the collection and evaluation of data and its utilization for strategic decision-making based on marketing trends.

## SBCO6160: Operations Management

This course introduces students to the strategic and operational issues and decisions involved in managing the operations of a firm. The transformation of raw materials (labour, energy, etc.) into goods and services is influenced by decisions such as the choice of technologies, the design of the facilities, the processes involved and the effectiveness of the production plans.

## SBCO6300: Behavioural Science for Managers - 1

This course is designed to equip students with the skills, knowledge and understanding of the interaction of human beings within organizations. The use of theory will be applied to contemporary issues and problems within the Caribbean and global workplace. Variations in types of organizations and classifications will be examined with a view to unearthing the implications that present for managers of these organizations.

## SBCO6370: Management Information Systems

This course provides a broad overview of the key managerial issues surrounding the management of information in organizations as a strategic corporate resource and the development, acquisition and use of information technology resources. The course is intended to foster an understanding of the benefits and problems resulting from the development and use of organizational information systems, identify information systems approaches that can increase organizational effectiveness and focus on the strategic priorities of firms in gaining and maintaining competitive advantage.

## SBCO6010: Advanced Critical Thinking for Managers

This course is intended to increase the readiness of students to meet the requirements of the Executive MBA courses by providing exposure to concepts and techniques of logic, reasoning and critical thinking. The course fosters the development of practical skills in these areas and encourages the application of these skills as students and practicing managers.

## SBCO6020: Communication for Managers

This course will provide students with a clear understanding of the underlying concepts and theoretical foundations of human and organizational communication. The ethics of communication is challenged both in the preparation of effective and persuasive business reports and in understanding and working the media. There is also emphasis on oral presentations.

## SBCO6080: Personal Development

## Electives

The electives will provide students with the opportunity to participate in diverse learning experiences during their programme. By virtue of their involvement in their chosen electives, students will acquire specific personal skills by engaging in seminars, workshops, special assignments or projects. Students are required to choose two (2) of the electives being offered.

## SBCO6220: Business, Government & Society

This course is primarily concerned with understanding the inter-relationships among business, government and society and how they affect private and public sector managers. Consequently, it focuses on the forces that shape and re-shape the economic, cultural, political and technological terrain on which managers operate.

## SBCO6310: Transformational Leadership

This course is designed to influence the views and behaviours of participants in relation to leadership for transformation. It focuses on principle-centred behaviour, the ability to inspire self and others' creative thinking, and problem solving as the driving forces for influencing and managing change in an environment. The underpinning philosophy encourages movement from day-to-day, functional management to a 'higher ground' of serving others, while involving themselves and others in innovative, animated and

ethical actions for the success of an enterprise.

## SBCO6400: Behavioural Science for Managers - 2

This course continues the exploration that began in SBCO6300 -Behavioural Science for Managers - 1, of the factors which influence human behaviour especially in the context of organizations. Group behaviour, culture, motivation and leadership are examined to enable understanding behaviour in organizations, handling the behavioural aspects of performance, interpreting trends in organizational behaviour and applying theories for effective management of people.

## SBCO6190: New Ventures and Entrepreneurship

This course examines the foundations of the entrepreneurial process and provides students with a structure for assessing opportunities and bringing them to fruition. Opportunities are identified and credible business plans formulated with the intention of creating value and the likelihood of viability.

## SBCO6200: Business Policy and Strategic Management

This is considered a capstone course and seeks to develop skills in total enterprise management drawing on all prior course work and experience as managers and professionals. Static business models are challenged by innovative and entrepreneurial think-

FACULTY OF SOCIAL SCIENCES

ing which explores the characteristics and demands of different industry environments and options open to management.

## SBCO6340: Business in a Global Environment

This course examines critical aspects of the global business environment and its influence on the behaviour of firms. It focuses on the macroeconomic, institutional, and technological factors that shape the environment within which firms compete at the international and regional/national levels. It also looks at the special challenges that confront firms in the Caricom region and developing countries in general.

## SBCO6430: Macro-Economic Implications for Business

This course enables the student to understand the Macro economy and how it works as well as economic policies and their influence within the context of the Jamaican economy. Emphases are placed on measuring growth in the Jamaican economy based, among other concepts, on the role of labour in production activities, the natural unemployment rate, the importance of international trade and the international monetary system as well as the demand for money and the debate over monetary policy.

## SBCO6310: Transformational Leadership

This course is designed to influence the views and behaviours of participants in relation to leadership for transformation. It focuses on principle-centred behaviour, the ability to inspire self and others' creative thinking, and problem solving as the driving forces for influencing and managing change in an environment. The underpinning philosophy encourages movement from day-to-day, functional management to a 'higher ground' of serving others, while involving themselves and others in innovative, animated and ethical actions for the success of an enterprise.

## SBCO6400: Behavioural Science for Managers - 2

This course continues the exploration that began in SBCO6300 -Behavioural Science for Managers - 1, of the factors which influence human behaviour especially in the context of organizations. Group behaviour, culture, motivation and leadership are examined to enable understanding behaviour in organizations, handling the
behavioural aspects of performance, interpreting trends in organizational behaviour and applying theories for effective management of people.

SBCO6190:  New Ventures and Entrepreneurship
This course examines the foundations of the entrepreneurial process and provides students with a structure for assessing opportunities and bringing them to fruition. Opportunities are identified and credible business plans formulated with the intention of creating value and the likelihood of viability.

## SBCO6200: Business Policy and Strategic Management

This is considered a capstone course and seeks to develop skills in total enterprise management drawing on all prior course work and experience as managers and professionals. Static business models are challenged by innovative and entrepreneurial thinking which explores the characteristics and demands of different industry environments and options open to management.

## SBCO6340: Business in a Global Environment

This course examines critical aspects of the global business environment and its influence on the behaviour of firms. It focuses on the macroeconomic, institutional, and technological factors that shape the environment within which firms compete at the international and regional/ national levels. It also looks at the special challenges that confront firms in the Caricom region and developing countries in general.

## SBCO6430: Macro-Economic Implications for Business

This course enables the student to understand the Macro economy and how it works as well as economic policies and their influence within the context of the Jamaican economy. Emphases are placed on measuring growth in the Jamaican economy based, among other concepts, on the role of labour in production activities, the natural unemployment rate, the importance of international trade and the international monetary system as well as the demand for money and the debate over monetary policy.

*Department Contact Information*

Mona School of Business

University of the West Indies, Mona

Jamaica, West Indies

Programme Coordinator: Mrs. Ingrid Nelson

# Master in Business Administration (MBA)

*Specializations/Options*
- Banking and Finance
- International Business Management
- Human Resource Management
- Marketing Management
- Management Information Systems
- General Management

*The objectives of the programme are*
- To provide junior and middle management personnel with appropriate human, technical, administrative and organizational skills for upward mobility
- To provide a sound general management base
- To encourage transformational leadership and changes relative to global competitiveness

*Entry Requirements*

Applicants must:
- Have a degree at honours level from an approved University or hold an equivalent qualification acceptable to the Board for

Graduate Studies, The University of the West Indies, Mona.

- Have at least three (3) years' work experi

  ence in a management position.

- Be willing to commit themselves to a rigor

  ous 16-month programme for the full-time delivery or up to 29 months for the part-time programme.

*Duration of programme*

Twenty-Nine Months

*Programme Structure*

The FOUNDATION Module

Foundations Skills for Graduate Management Education

Graduate Mathematics for Management Education

Learning Strategies                    Computer Business  Applications

ORE COURSES

Teambuilding

Business in a Global                    Operations & Project
Environment                             Management

Quantitative & Statistical             Legal & Regulatory
Techniques                              Framework for Business

Financial & Managerial                 Business Research
Accounting

Economics for Managers                 Transformational Leadership

Financial Management                   New Ventures &
                                       Entrepreneurship

Marketing for Managers                 Business Policy & Strategy

Behavioural Science for Managers

Management Information Systems

*Personal Development Electives*

Concentrations

| *Banking & Finance* | *Marketing Management* | *International Business* |
|---|---|---|
| Investment Analysis & Portfolio Management | Market Research | International Human Resource Management |
| Advanced Corporate Finance | Consumer Behaviour Management | International Business |
| International Monetary Economics & Finance | Marketing Strategy & Product Policy | International Monetary Economics & Finance |
| Management of Financial Institutions | International Marketing & Export Strategy | International Marketing & Export Strategy |
| *Human Resource Management* | *Management Information Systems* | *General Management* |
| Human Resource Management | Management of Technology | |
| Industrial Relations & Negotiation | Electronic Commerce | Electives taken from any four (4) concentrations |

Strategies

| | |
|---|---|
| Organizational | Advanced |
| Development | Database |
| & Change | Management |
| | Systems |

| | |
|---|---|
| Counseling for | System Design |
| HR Practitioners | Software |
| | Engineering |

Each student is required to do the four (4) foundation courses as well as Teambuilding before proceeding to the core courses. During this time, students are also required to do two (2) Personal Development Electives.

In the second year of the programme, students are required to pursue the four (4) courses that constitute their chosen Concentration.

| COURSE (Core) | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| SBCO6030 | Learning Strategies<br>Computer Business Applications<br>Graduate Mathematics for Management Education | 0<br>0<br>0 | 100% Continuous Assessment |
| SBCO6000 | Foundation Skills for Graduate Management Education | 0 | 50% Exam<br>50% Coursework |
| SBCO6040 | Business Research | 2 | 60% Exam<br>40% Coursework |
| SBCO6060 | Behavioural Science for Managers | 2 | 50% Exam<br>50% Coursework |
| SBCO6110 | Financial and Managerial Accounting | 3 | 60% Exam<br>40% Coursework |

FACULTY OF SOCIAL SCIENCES

| Course Code | Course Name | No. of Credits | Course Weighting |
|---|---|---|---|
| SBCO6130 | Economics for Managers | 3 | 60% Exam 40% Coursework |
| SBCO6140 | Financial Management | 3 | 60% Exam 40% Coursework |
| SBCO6520 | Quantitative and Statistical Techniques | 3 | 60% Exam 40% Coursework |
| SBCO6070 | Marketing Management | 2 | 60% Exam 40% Coursework |
| SBCO6240 | Operations Management | 3 | 60% Exam 40% Coursework |
| SBCO6370 | Management Information Systems | 2 | 60% Exam 40% Coursework |
| SBCO6080 | Personal Development Electives (Public Speaking, Ethics in Business, Social and Business Etiquette, Learning through Service, Action Learning Project or Career Development) | 2 | 100% Coursework Assessment |
| SBCO6090 | Legal and Regulatory Framework for Business | 2 | 60% Exam 40% Coursework |
| SBCO6310 | Transformational Leadership | 3 | 40% Exam 60% Coursework |
| SBCO6190 | New Ventures and Entrepreneurship | 3 | 50% Exam 50% Coursework |
| SBCO6200 | Business Policy and Strategic Management | 3 | 40% Exam 60% Coursework |
| SBCO6340 | Business in a Global Environment | 3 | 70% Exam 30% Coursework |

## COURSE (Electives)

| Course Code | Course Name | No. of Credits | Course Weighting |
|---|---|---|---|
| SBFI6010 | Investment Analysis and Portfolio Management | 3 | 60% Exam 40% Coursework |
| SBFI6020 | Advanced Corporate Finance | 3 | 60% Exam 40% Coursework |

FACULTY OF SOCIAL SCIENCES

| SBFI6030 | International Monetary Economics and Finance | 3 | 60% Exam 40% Coursework |
| SBFI6040 | Management of Financial Institutions | 3 | 60% Exam 40% Coursework |
| SBMA6010 | Marketing Research | 3 | 40% Exam 60% Coursework |
| SBMA6020 | Consumer Behaviour | 3 | 40% Exam 60% Coursework |
| SBMA6030 | Marketing Strategy and Product Policy | 3 | 60% Exam 40% Coursework |
| SBMA6040 | International Marketing and Export Strategy | 3 | 50% Exam 50% Coursework |
| SBIB6010 | International Human Resource Management | 3 | 60% Exam 40% Coursework |
| SBIB6020 | International Business Management | 3 | 60% Exam 40% Coursework |
| SBHR6010 | Human Resource Management | 3 | 60% Exam 40% Coursework |
| SBHR6020 | Industrial Relations and Negotiation Strategies | 3 | 60% Exam 40% Coursework |
| SBHR6030 | Organizational Development and Change | 3 | 60% Exam 40% Coursework |
| SBHR6040 | Counseling for Human Resource Practitioners | 3 | 60% Exam 40% Coursework |
| MGMT6024 | IT Project Management | 3 | 60% Exam 40% Coursework |
| SBMI6020 | Electronic Commerce | 3 | 60% Exam 40% Coursework |
| SBMI6030 | Advanced Database Management Systems | 3 | 60% Exam 40% Coursework |
| COMP5120 | System Design and Software Engineering | 3 | 60% Exam 40% Coursework |

***Course Description***

## Learning Strategies

This course provides a brief overview of the requirements and challenges involved in pursuing graduate studies. It equips students with an understanding of learning principles, strategies and styles which should be used to derive maximum benefit from the diverse teaching strategies and styles to which they will be exposed. Emphasis will be placed on integrating learning styles with methods usually employed at the graduate level.

## Computer Business Applications

All students in the EMBA and MBA programmes are expected to make considerable use of computers during their programme of study. It is for this reason that possession of a laptop is considered essential for participation in and out of class. This course will provide students with an introduction to the major software applications that are used in business and which they will be expected to use during the programme. Included will be applications such as Excel, PowerPoint and Word. Students will also be exposed to guidelines on document preparation and use of Internet sources in research.

## SBCO6000: Foundation Skills for Graduate

## Management Education

The rationale for this course is that students must have a secure foundation in the skills and attitudes required for successful completion of their programme. The course covers tools and techniques for gathering information combined with the application of reasoning, logic and argument to the handling of intellectual problems and management thinking. Proficiency in critical thinking and all aspects of communication in written and oral formats will be developed.

## SBCO6030: Graduate Mathematics

## Management Education

This course deals with some of the basic mathematical problems that students have and minimizes the fear of doing mathematics. It deals with typical mathematical shortcomings of MBA students and re-orients them to various mathematical concepts related to the disciplines they will cover in the MBA programme.

## SBCO6040: Business Research

This course provides an introduction to the concepts, language, techniques and methodologies employed in business research. It will examine the basics of social scientific enquiry, the logic of inference, the nature, sources and analysis of data, as well as the impact of data on inference. The course is intended to prepare managers to engage and converse with specialist researchers, to articulate business requirements of commissioned research as well as to interpret and evaluate and apply research output to

the solution of business problems

## SBCO6060: Behavioural Science for Managers

This course is intended to help participants understand why people behave the way they do, especially in the context of organizations. One particular aim of the course is to ensure that Behavioural Science concepts and theories are interpreted and understood in the context of a cross-cultural environment, with specific emphasis on the Caribbean cultural context.

## SCO6070: Marketing for Managers

This course introduces participants to the theoretical and conceptual underpinnings of marketing. The course goes beyond marketing theories and concepts to show how the application of marketing principles can assist decision makers in public and private sector organizations in Jamaica and the Caribbean to develop and implement marketing strategies that will enhance their competitive positions in the global economy.

## SBCO6080: Personal Development Electives

The electives will provide students with the opportunity to participate in diverse learning experiences during their programme. By virtue of their involvement in their chosen electives, students will acquire specific personal skills by engaging in seminars, workshops, special assignments or projects. Students are required to choose two (2) of the electives being offered.

## SBCO6090: Legal and Regulatory Framework for Business

This course explores the legal and social responsibilities of business along with the norms and values developed by firms to meet the challenges of government regulations, community pressures and public demand for accountability. Participants in this course develop an understanding of the legal issues in the business environment and are prepared for managing within the regulatory framework in which business is conducted.

## SBCO6110: Financial and Managerial Accounting

This course examines the internal accounting systems and current practices of businesses to develop an understanding of the uses and limitations of accounting information in planning, control, decision making, performance evaluation and external reporting processes. It offers a balanced coverage of the concepts, methods and uses of financial and managerial accounting information with a strong emphasis on analysis and reporting.

## SBCO6130: Economics for Managers

This course introduces students to the economic approach to social analysis and the economic fun-

damentals of enterprise. Principles and analysis not solutions, are emphasized to develop economic thinking. The course explores five basic themes: market allocation, transaction costs, strategic behaviour, economic development and economic policy.

## SBCO6140: Financial Management

The main objective of this course is to provide an understanding of financial decision-making and financial theory from the point of view of corporate financial managers in competitive financial fields. The course explores various financial theories and their application to real life situations.

## SBCO6190: New Ventures and Entrepreneurship

This course is designed to give participants practical skills and methodology for identifying, analyzing and developing new business concepts and writing business plans. It gives an understanding of the process of new business creation and entrepreneurial behaviour and the entrepreneurial process, including the issues that affect family businesses. It also analyses the concept of intrapreneurship, which deals with application of entrepreneurial thinking within the framework of being employed in an organization.

## SBCO6200: Business Policy & Strategy

This course is designed to improve the participant's ability to integrate knowledge of functional disciplines into a general management perspective and evaluate internal and external conditions and forces that have impacted on business organizations

## SBCO6240: Operations and Project Management

The term operations management (OM) encompasses the decisions and activities involved in managing the processes and organizational subsystems that are directly geared towards the production of goods and services. This course is designed to provide students with a working knowledge of the breadth and depth of OM decisions and activities in order to develop integrative solutions to OM problems.

## SBCO6310: Transformational Leadership

This course is designed to influence the views and behaviours of participants in relation to leadership and transformation. It focuses on principle centered behaviour, the ability to inspire self and others, creative thinking and problem solving as the driving forces for influencing and managing change in the organization.

## SBCO6340: Business in a Global Environment

This course examines the critical aspects of the global business environment that influence a firm's decisions and behavior. It focuses on the macroeconomic, institutional and technological factors at both international and national levels that shape the environment in which firms compete.

FACULTY OF SOCIAL SCIENCES

## SBCO6370: Management Information Systems

This course is designed to provide a fairly detailed introduction to the key managerial issues involved in the development, acquisition and use of information technology resources in organizations.

## SBCO6520: Quantitative and Statistical Techniques

This course is concerned with the use of quantitative and statistical techniques to assist in rational decision making. The emphasis is not on the techniques themselves, but rather on how they can contribute to better decisions. The approach is to present real business situations in which quantitative and statistical techniques have been applied successfully and to show how managers can use the methods to make better decisions.

Department Contact Information:
Mona School of Business
University of the West Indies
Mona, Jamaica, West Indies

### Programme Coordinators

Mrs. Uylander Jack (MBA Full-Time)
Mrs. Dawn Morgan (MBA Part-Time)
Mr. Stephen Henderson (MBA Part-Time)
Mrs. Carole Wedderburn-White (MBA Part-Time)

## Master of Science in Telecommunications Policy and Technology Management (MSc-TPM)

### The objectives of the programme are

- To provide telecommunications executives and technical specialists in the specialized areas of policy, technology and management with in-depth knowledge of the industry

- To provide practical application of technology and information systems management to the development of the sector

- To provide more in-depth knowledge of telecoms management and ICT policy

### Entry Requirements

Applicants must:

- Have an honours degree in Business Administration, Electrical Engineering, Electronics, Media and Communication, Computer Science, Information Technology, Law, Government, Economics, Public Policy, Management Studies or a related discipline or hold an equivalent qualification acceptable to the Board for Graduate Studies, The University of the West Indies, Mona.

- In exceptional circumstances, applicants who do not possess normal matriculation requirements can be recommended for admission by the Mona School of Business, sub

ject to the approval of the Office of Gradu
ate Studies and Research.  This selection
and managerial experience as well as a re
field.

will be based on an assessment of industry
view of any previous academic work in the

Duration of programme:
Twenty-One Months

*Programme Structure*

*CORE COURSES*

Frameworks for
Telecommunications and
 ICT Policy Making

Information Technology
and Telecommunications
Management

Economics of
Telecommunications,
 IT and the Global Market

Interconnection in
Telecommunication
Networks

Contemporary
Telecommunications
 Networks and Technology

Legal and Regulatory
Frameworks

*ELECTIVES*

ICT4D-Mobile Applications
and Broadband Content
 for Development

Comparative ICT Strategies
and Business Models

*RESEARCH PAPER*

Students are required to complete all the core courses and then select one (1) of the electives offered.
A research paper is required in order to complete the degree and can only be undertaken after the successful

| COURSE (Core) | | | |
| --- | --- | --- | --- |
| Course Code | Course Name | No. of Credits | Course Weighting |
| SBCT6000 | Frameworks for Tele-communications and ICT Policy Making | 4 | 40% Exam 60% Coursework |
| SBCT6200 | Information Technology and Telecommunications | 4 | 40% Exam 60% Coursework |
| SBCT6400 | Economics of Telecommunica-tions, Information Technology and the Global Market | 4 | 40% Exam 60% Coursework |
| RPTL6801 | Contemporary Telecommunica-tions Networks and Technologies | 4 | 40% Exam 60% Coursework |
| RPTL6802 | Legal & Regulatory Frameworks | 4 | 40% Exam 60% Coursework |
| RPTL6805 | Interconnection in Telecom-munication Networks | 4 | 40% Exam 60% Coursework |
| SBCT6800 | Research Paper | 8 | 50% Exam 50% Coursework |

| COURSE (Electives) | | | |
| --- | --- | --- | --- |
| Course Code | Course Name | No. of Credits | Course Weighting |
| SBET6600 | ICT4D – Mobile Applications and Broadband Content for Development | 4 | 40% Exam 60% Coursework |
| SBET6700 | Comparative ICT Strategies and Business Models | 4 | 40% Exam 60% Coursework |

*Course Description*

## SBCT6000: Frameworks for Telecommunications and ICT Policy Making

This course seeks to provide participants with an Advanced working exposure to both the theoretical and practical implications of telecommunications policy making.

## SBCT6200: Information Technology and Telecommunications Management

This course aims to provide students with an understanding of the varying approaches to managing IT systems.

## SBCT6400: Economics of Telecommunications,Information Technology and the Global Market

This course seeks to provide participants with an understanding and working knowledge of the principles of economics as it relates to decision-making in the growing telecommunications market.

## RPTL6801: Contemporary Telecommunications Networks and Technologies

This course is designed to establish the technical framework for telecommunication networks as it introduces fundamental concepts, clarifies terminology and gives life to the telecom networks and technologies that have so dramatically changed our lives.

## RPTL6802: Legal and Regulatory Frameworks

This course provides the basis for understanding: the principles of telecommunication law and the wider legal system; and the legal basis underpinning telecom- munication policy.

## RPTL6805: Interconnection in Telecommunication  Networks

The objective of this course is to equip participants with an understanding of existing telecommunication networks in the context of interconnection and connectivity.

FACULTY OF SOCIAL SCIENCES

## SBET6600: ICT4D – Mobile Applications and Broadband Content for Development

This course will explore and examine the mobilization of technological advancements to enable human and social development through ICTs.

## SBET6700: Comparative ICT Strategies and Business Models

This course focuses on new and upcoming trends in telecommunication strategies on the micro-level in businesses and on the macro-level in countries and regions.

## SBCT6800: Research Paper

This course includes special modules in Introduction to Research Methods and Advanced Quantitative Research Design. It also includes a Research Paper of 15,000-20,000 words written on a subject chosen by the candidate in consultation with the Programme Director.

***Department Contact Information***

Mona School of Business

University of the West Indies, Mona

Jamaica, West Indies

tpm@uwimona.edu.jm

Programme Director: Dr. Hopeton Dunn

Director, TPM Programme, MSB

Programme Coordinator: Miss Allison Brown

allison.brown@uwimona.edu.jm

## *Masters in Business Management (MBM)*

***Specializations/Options:*** Entrepreneurship OR 6-8 month Internship track.

*Programme Objectives:*

The MBM is a degree designed specifically for students who want to pursue a Masters degree in a full-time programme, and who are interested in gaining directed work experience or in entrepreneurship activities.

*Entry Requirements*

Graduates from an undergraduate programme who have attained an honours degree.

*Duration of programme*:  full-time over 18 months

*Programme Structure*

The MBM has an annual intake every September, and will be offered full-time over 18 months. Participants are required to attain 51 credits for completion, which is to be accomplished through the successful completion of three distinct yet complementary components:

*Component 1 - Foundation Module:* The foundation module is comprised of four non-credit courses designed to prepare the candidate with the foundation academic skills to successfully complete the MBM programme.

*Component 2 - MSB Management Core:* The MSB Core is comprised of a series of 14 management courses and a Personal Development Elective designed to equip the MBM candidate with a solid foundation in the key functional areas of the management of the enterprise.

*Component 3 - Entrepreneurship/Internship Track:* The Entrepreneurial Track aims to impart practical entrepreneurial and management skills grounded in a sound academic base. The programme will offer an intense blend of theory and practices delivered by a combination of industry practitioners and academics, and provide a solid cross–disciplinary foundation of management and entrepreneurial skills. It is designed to consider the dynamics of small emerging economies that operate in a regional and global context. The Internship Track is designed to provide an opportunity to put into practice, the principles students have studied in the first two components.  This is a 6-8 month directed, "project-based apprenticeship" in a private firm or government agency, aimed at providing experience in practical application.

FACULTY OF SOCIAL SCIENCES

| COURSE (Core) | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| SBCO6000 | Learning Strategies<br>Computer Business Applications<br>Foundation Skills for Graduate Management Education | 0<br>0<br>0 | 50% Exam<br>50% Coursework |
| SBCO6030 | Graduate Mathematics for Management Education | 0 | 100% Continuous Assessment |
| SBCO6040 | Business Research | 2 | 60% Exam<br>40% Coursework |
| SBCO6060 | Behavioural Science for Managers tions Networks and Technologies | 2 | 50% Exam<br>50% Coursework |
| SBCO6070 | Marketing Management | 2 | 60% Exam<br>40% Coursework |
| SBCO6090 | Legal and Regulatory Framework for Business | 2 | 60% Exam<br>40% Coursework |
| SBCO6110 | Financial and Managerial Accounting | 3 | 60% Exam<br>40% Coursework |
| SBCO6130 | Economics for Managers | 3 | 60% Exam<br>40% Coursework |
| SBCO6140 | Financial Management | 3 | 60% Exam<br>40% Coursework |
| SBCO6190 | New Ventures and Entrepreneurship | 3 | 50% Exam<br>50% Coursework |
| SBCO6200 | Business Policy and Strategic Management | 3 | 40% Exam<br>60% Coursework |
| SBCO6240 | Operations Management | 3 | 60% Exam<br>40% Coursework |
| SBCO6310 | Transformational Leadership | 3 | 40% Exam<br>60% Coursework |

| COURSE (Core) | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| SBCO6340 | Business in a Global Environment | 3 | 70% Exam 30% Coursework |
| SBCO6370 | Management Information Systems | 2 | 60% Exam 40% Coursework |
| SBCO6520 | Quantitative and Statistical Techniques | 3 | 60% Exam 40% Coursework |
| SBCO6080 | Personal Development Electives (Public Speaking, Ethics in Business, Social and Business Etiquette, Learning through Service, Action Learning Projects or Career Development) | 2 | 100% Continuous Assessment |

| COURSE (Electives) | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| SBBM6010 | Experiences in Entrepreneurship | 4 | 55% Exam 45% Coursework |
| SBBM6020 | Current Issues in Caribbean Entrepreneurship | 4 | 100% Exam Continuous Assessment |
| SBBM6030 | Entrepreneurial Resources | 4 | 50% Exam 50% Coursework |

***TOTAL NUMBER OF CREDITS FOR DEGREE:  51***

***Course Description:***

Learning Strategies

This course provides a brief overview of the requirements and challenges involved in pursuing graduate studies. It equips students with an understanding of learning principles, strategies and styles which should be used to derive maximum benefit from the diverse teaching strategies and styles to which they will be exposed. Emphasis will be placed on integrating learning styles with methods usually employed at the graduate level.

Computer Business Applications

All students in the EMBA and MBA programmes are expected to make considerable use of computers during their programme of study. It is for this reason that possession of a laptop is considered essential for participation in and out of class. This course will provide students with an introduction to the major software applications that are used in business and which they will be expected to use during the programme. Included will be applications such as Excel, PowerPoint and Word. Students will also be exposed to guidelines on document preparation and use of Internet sources in research.

## SBCO6000: Foundation Skills for Graduate Management Education

The rationale for this course is that students must have a secure foundation in the skills and attitudes required for successful completion of their programme. The course covers tools and techniques for gathering information combined with the application of reasoning, logic and argument to the handling of intellectual problems and management thinking. Proficiency in critical thinking and all aspects of communication in written and oral formats will be developed.

## SBCO6030: Graduate Mathematics for Management Education

This course deals with some of the basic mathematical problems that students have and minimizes the fear of doing mathematics. It deals with typical mathematical shortcomings of MBM students and re-orients them to various mathematical concepts related to the disciplines they will cover in the MBM programme.

## SBCO6040: Business Research

This course provides an introduction to the concepts, language, techniques and methodologies employed in business research. It will examine the basics of social scientific enquiry, the logic of inference, the nature, sources and analysis of data, as well as the impact of data on inference. The course is intended to prepare managers to engage and converse with specialist researchers, to articulate business requirements of commissioned research as well as to interpret and evaluate and apply research output

to the solution of business problems

## SBCO6060: Behavioural Science for Managers

This course is intended to help participants understand why people behave the way they do, especially in the context of organizations. One particular aim of the course is to ensure that Behavioural Science concepts and theories are interpreted and understood in the context of a cross-cultural environment, with specific emphasis on the Caribbean cultural context.

## SCO6070: Marketing for Managers

This course introduces participants to the theoretical and conceptual underpinnings of marketing. The course goes beyond marketing theories and concepts to show how the application of marketing principles can assist decision makers in public and private sector organizations in Jamaica and the Caribbean to develop and implement marketing strategies that will enhance their competitive positions in the global economy.

## SBCO6090: Legal and Regulatory Framework for Business

This course explores the legal and social responsibilities of business along with the norms and values developed by firms to meet the challenges of government regulations, community pressures and public demand for accountability. Participants

in this course develop an understanding of the legal issues in the business environment and are prepared for managing within the regulatory framework in which business is conducted.

## SBCO6110: Financial and Managerial Accounting

This course examines the internal accounting systems and current practices of businesses to develop an understanding of the uses and limitations of accounting information in planning, control, decision making, performance evaluation and external reporting processes. It offers a balanced coverage of the concepts, methods and uses of financial and managerial accounting information with a strong emphasis on analysis and reporting.

## SBCO6130: Economics for Managers

This course introduces students to the economic approach to social analysis and the economic fundamentals of enterprise. Principles and analysis not solutions, are emphasized to develop economic thinking. The course explores five basic themes: market allocation, transaction costs, strategic behaviour, economic development and economic policy.

## SBCO6140: Financial Management

The main objective of this course is to provide an understanding of financial decision-making and financial theory from the point of view of corporate

financial managers in competitive financial fields. The course explores various financial theories and their application to real life situations.

## SBCO6190: New Ventures and Entrepreneurship

This course is designed to give participants practical skills and methodology for identifying, analyzing and developing new business concepts and writing business plans. It gives an understanding of the process of new business creation and entrepreneurial behaviour and the entrepreneurial process, including the issues that affect family businesses. It also analyses the concept of intrapreneurship, which deals with application of entrepreneurial thinking within the framework of being employed in an organization.

## SBCO6200: Business Policy & Strategy

This course is designed to improve the participant's ability to integrate knowledge of functional disciplines into a general management perspective and evaluate internal and external conditions and forces that have impacted on business organizations.

## SBCO6240: Operations and Project Management

The term operations management (OM) encompasses the decisions and activities involved in managing the processes and organizational subsystems that are directly geared towards the production of goods and services. This course is designed to provide students with a working knowledge of the breadth and depth of OM decisions and activities in order to develop integrative solutions to OM problems.

## SBCO6310: Transformational Leadership

This course is designed to influence the views and behaviours of participants in relation to leadership and transformation. It focuses on principle centered behaviour, the ability to inspire self and others, creative thinking and problem solving as the driving forces for influencing and managing change in the organization.

## SBCO6340: Business in a Global Environment

This course examines the critical aspects of the global business environment that influence a firm's decisions and behavior. It focuses on the macroeconomic, institutional and technological factors at both international and national levels that shape the environment in which firms compete.

## SBCO6370: Management Information Systems

This course is designed to provide a fairly detailed introduction to the key managerial issues involved in the development, acquisition and use of information technology resources in organizations.

## SBCO6520: Quantitative and Statistical Techniques

This course is concerned with the use of quantitative and statistical techniques to assist in rational decision making. The emphasis is not on the techniques themselves, but rather on how they can contribute to better decisions. The approach is to present real business situations in which quantitative and statistical techniques have been applied successfully and to show how managers can use the methods to make better decisions.

## SBCO6080: Personal Development Electives

The electives will provide students with the opportunity to participate in diverse learning experiences during their programme. By virtue of their involvement in their chosen electives, students will acquire specific personal skills by engaging in seminars, workshops, special assignments or projects. Students are required to choose two (2) of the electives being offered

## SBBM6010: Experiences in Entrepreneurship

This course aims to bring the student entrepreneur into intimate contact with the multi-dimensional world of entrepreneurship and the entrepreneur through an experiential learning approach. The student will choose two assignment options to work on over the two semesters. All cohort members will form a business management team at the beginning of Semester 1 to host an annual one-day MSB Entrepreneurship Seminar held at the end of Semester 2.

## SBBM6020: Current Issues in Caribbean Entrepreneurship

This specialist course aims to explore other important issues in entrepreneurship that are of particular relevance to the Caribbean entrepreneur. The structure of this course is meant to be dynamic as modules may be changed from time to time to reflect the current issues that impact the Caribbean entrepreneur.

## SBBM6030: Entrepreneurial Resources

Entrepreneurial Resources in an in-depth entrepreneurial course specifically intended to provide participants with an entrepreneurial advantage by addressing an area of Caribbean Entrepreneurship that is critical to new business start up and growth. The course explores the entrepreneurial approach to resources framed in a national and regional context, taking a look at both financial and non-financial resources for the venture.

Department Contact Information:
Mona School of Business
University of the West Indies, Mona
Jamaica, West Indies
Academic Director: Dr. Lila Rao-Graham
Programme Coordinator: Mrs. Uylander Jack

## Diploma in Business Administration

The objectives of the programme are:

- To provide a programme complete in itself, which develops a range of cognitive skills, for middle management professionals who wish to acquire a diploma only

- To develop foundation level competencies in specific core subjects necessary to meet the requirements of the MBA programmes

- To provide an opportunity to assess applicants whose business and life experiences attest to their maturity and intellectual capacity to complete higher levels of study

### Entry Requirements

**Applicants must:**

- Have a first degree or hold technical or professional qualifications or equivalent qualifications acceptable to the Board for Graduate Studies, The University of the West Indies, Mona.

- Applicants should have practical experience or other qualifications deemed by MSB to have special relevance to the programme

Please note: Successful completion of the Diploma

Programme does not guarantee admission to the Master in Business Administration programmes. To be considered for entry to the EMBA/MBA Programmes students must:

- Have a First degree ( or qualifications deemed appropriate by the University)
- Pass all Diploma courses, having had no more than one re-sit
- Obtain a minimum of 7 B+s

### Duration of programme:
Twelve Month

### Programme Structure:

Courses

| | |
|---|---|
| Essentials of Critical Analysis & Communication | Learning Strategies |
| Essentials of Business Computing | Essentials of Quantitative Methods |
| Essentials of Marketing Management | Essentials of Business Plan Creation |
| Essentials of Managerial Theory | Essentials of Managerial Economics |
| Essentials of Financial & Managerial Accounting | Integrative Research Project |

| COURSE (Electives) | | | |
|---|---|---|---|
| Course Code | Course Name | No. of Credits | Course Weighting |
| SBBA6000 | Essentials of Critical Analysis and Communication | 2 | 100% Coursework |
| SBBA6100 | Learning Strategies | 0 | 60% Exam 40% Coursework |
| SBBA6200 | Essentials of Business Computing | 3 | 60% Exam 40% Coursework |
| SBBA6300 | Essentials of Quantitative Methods | 3 | 60% Exam 40% Coursework |
| SBBA6400 | Essentials of Marketing Management | 3 | 60% Exam 40% Coursework |
| SBBA6500 | Essentials of Business Plan Creation | 2 | 50% Exam 50% Coursework |
| SBBA6600 | Essentials of Managerial Theory | 3 | 50% Exam 50% Coursework |
| SBBA6700 | Essentials of Managerial Economics | 3 | 60% Exam 40% Coursework |
| SBBA6800 | Essentials of Financial and Managerial Accounting | 3 | 60% Exam 40% Coursework |
| SBBA6900 | Integrative Research Project | 3 | 40% R/Seminar 60% R/Project |

*Course Description*

## SBBA6000: Essentials of Critical Analysis and Communication

This course will guide students through concepts and techniques for more effective critical thinking, for results-oriented written and oral communication and for analysing data in meaningful ways for reporting in academic and work applications.

## SBBA6100: Learning Strategies

This short course is designed to assist students to develop the necessary approaches and skills to enable them to apply higher level learning processes including analysis, synthesis, evaluation and application.

## SBBA6200: Essentials of Business Computing

This course will introduce students to the basic and intermediate training in Microsoft Excel and Access, in order to attain an acceptable level of proficiency in these fundamental computing skills. Additionally, it will provide exposure to the factors that determine the choice of database tools (e.g., Microsoft Access) in preference to spreadsheets.

## SBBA6300: Essentials of Quantitative Methods

This course introduces the foundation concepts and commonly used quantitative and statistical techniques in management decision-making. The core of the course is geared towards functional competence in the use of fundamental quantitative and statistical techniques to formally structure business decision problems.

## SBBA6400: Essentials of Marketing Management

This course will introduce the fundamentals of mar-keting management which are applicable to firms. The course content covers activities in the marketing process which are used globally to generate development.

## SBBA6500: Essentials of Business Plan Creation

This course will provide students with the fundamentals for creating an effective Business Plan, through examination of core business planning concepts and practical examples.

## SBBA6600: Essentials of Managerial Theory

This course will expose students to a contingency view of management as the process of organizing resources to set and accomplish organizational goals. It examines the tasks and styles of managers in both the private and the public sectors, introduces the practice of management and traces its evolution.

## SBBA6700: Essentials of Managerial Economics

This course is designed to provide a basic understanding of the central problem of economics and the mechanisms used to resolve them. Additionally, it examines the standard paradigms of economic theory and how they are deployed to analyze the behaviour of firms, markets and the general economy.

## SBBA6800: Essentials of Financial & Managerial Accounting

This course entails a study of how management accounting aids in the decision making process by providing management with pertinent financial information.

## SBBA6900:  Integrative Research Project

The course will consist of two modules: a seminar in research methods and a supervised research project. The seminar will introduce students to the fundamentals of research design and require the preparation of a proposal and research plan for the research project. The research project will involve the undertaking of an inquiry about a practical problem that requires the collection and evaluation of relevant data.

*Department Contact Information*

Mona School of Business

University of the West Indies

Mona

Jamaica, West Indies

Programme Coordinator:  Mrs. Ingrid Nelson

## DEPARTMENT OF SOCIOLOGY, PSYCHOLOGY & SOCIAL WORK

Head:   Clement Branche, BSc UWI, MSc LSE

The Department offers several programmes at the graduate level, each functioning independently of the others. The Graduate Coordinator for the Department is Dr. Peta-Anne Baker.  Each programme has an independent Programme Coordinator who is responsible for guiding the technical contents of his/her programme and ensuring that University guidelines are observed. There is a Graduate Committee on which all graduate lecturers and supervisors (full-time staff) are represented.

The Department of Sociology, Psychology and Social Work offers the following Graduate Programmes:
• 	MSc Clinical Psychology
• 	MSc Applied Psychology
• 	MSc Demography
• 	MSc Human Resource Development (HRD)
• 	MSc Sociology

*Specializations are available in the following areas:*
• 	Social Anthropology
• 	Social Policy and Administration
• 	Sociology of Development
• 	Social Policy and Development (Joint specialization)
• 	MPhil/PhD Sociology (by Research)
• 	Master of Social Work (MSW)
• 	PhD Organizational Behaviour

## *MSc Clinical Psychology*

*Duration of programme:  2 years (full time only)*
The MSc in Clinical Psychology is offered on a full-time basis. Students are expected to complete all requirements for the programme, including the practicum and research paper, in two academic years.

*Programme Structure*

To earn the MSc in Clinical Psychology, students must successfully pass:

- Ten taught courses (30 credits)
- Two ethics seminars (2 credit)
- Four practical (10 credits)
- Research paper, ( 6 credits)
- Comprehensive exam

The MSc in Clinical Psychology is currently offered only on a full-time basis. Students should be able to complete all requirements for the programme, including the practicum in two calendar years. The programme runs for 4 terms and includes a summer practicum.

*Course Description*

## PS61A/PSYC 6021 – Psychopathology (3 credits)

This course aims to provide students with the knowledge and skills required to accurately diagnose the wide range of mental health problems affecting adults, adolescents and children in the Caribbean. The course will focus on the multi-axial diagnostic approach of the Diagnostic and Statistical Manual- IV. The course will begin with a review of the development of the multi-axial approach, cover issues pertaining to the reliability and validity of making a diagnosis and discuss the stigma of being diagnosed with a mental illness. All major diagnostic categories of mental illness will be discussed, including the diagnostic criteria, associated features and risk factors. Special attention will be given to the application and relevance of the diagnostic categories to the Caribbean people.

## PS62A/PSYC 6014 – Psychological Assessment I  (3 credits)

## PS62B/PSYC 6015 – Psychological Assessment  (3 credits)

This course will introduce students to the major assessment instruments used by Clinical Psychologists to assist in the understanding, diagnosis and treatment of mental disorders. Part I will focus on cognitive assessment and Part II will focus on personality assessment. The course will cover theoretical issues related to psychological assessment, choice of assessment instruments, scoring and interpretation of measures and writing an integrated psychological assessment report. The course will also train students to carry out a diagnostic interview,

## COURSE (Core)

| Course Code | Course Name | No. of Credits |
|---|---|---|
| PSYC6000/ PS61F | Themes in Applied Psychology | 3 |
| PSYC6001/ PS62F | Applied Psychology Research Seminar (Year Long) | 3 |
| PSYC6002/ PS64F | Psychologicl Testing, Measurement and Evaluation | 3 |
| PSYC6032/ PS68R | Applied Research Methods in Psychology and Organizational Behaviour | 3 |
| PSYC6032/ PS65A | Issues of Caribbean Psychology: Ethics and Professional Practice Seminar 1 | 3 |
| SOCI6081/ SY69C | Technical Writing | |
| PSYC6007/ PS62G | Applied Psychology Practicum | 3 |
| PSYC6030/ PS650 | Applied Psychology Research Paper | 6 |

## COURSE (Electives)

| Course Code | Course Name | No. of Credits |
|---|---|---|
| PSYC 6003/PS63G | Group Behaviour Applications | |
| PSYC 6009/PS63F | Self and Social Theory in the Caribbean | |
| PSYC 6011/PS64G | Communication and Persuation | |
| PSYC 6022/PS68A | Applied Health Psychology | |
| PSYC 6006/PS65F | Coping with Illness | |
| PSYC 6008/PS66G | Psychology of Works & Motivation | |
| SY62K | Quantitative Data Analysis for the Social Sciences | |
| PSYC 6010/PS66F | Organizational Learning | |
| SY62D | Monitoring and Evaluation of Social Programmes | |
| HRNM 7102/HR71B | Psychological Assessment in Organizations | |

*Course Description*

## PSYC 6000/PS61F – Themes in Applied Psychology (3 credits)

In this course students examine and discuss the theoretical, practical and methodological issues related to Applied Psychology. They are also expected to gain information on issues related to professional skills, teaching, consultancy, and interventions as it relates to the Caribbean and the world.

## PSYC 6001/PS62F – Applied Psychology Research Seminar (2 credits; Year Long)

This seminar is designed to allow students to begin their research projects, and will take the form of lectures and student presentations on methodological issues and content areas of interest. It is conducted over the course of two semesters. Assessment of the course will be based on written reports and presentations (individual or group). It is expected to be associated with the material covered in the general methods and statistics courses.

## PSYC 6003/PS 63G – Group Behaviour Applications (3 Credits)

Applied Psychology has focused a great deal on affecting group processes and behaviour in groups. Also the small social group has been a unit of intervention in relation to productivity, organizational change and development. In group behaviour applications we examine successful models of organizational intervention with a special emphais on organizational change via small group processing and behaviour.

## PSYC 6006/PS65F – Coping with Illness (3 Credits)

This course overviews the theories and methods that have been used to understand illness from a biopsychosocial perspective, and explores the Caribbean context of illness. It considers how psychologists can work with patients and their relatives to help them understand, come to terms with and cope with illness. Particular emphasis will be given to chronic diseases, the major conditions which affect a large number of patients and present a major challenge to individual's psychological balance and well being.

## PSYC 6008/PS66G – Psychology of Work and Motivation (3 Credits)

This course is designed to explore worker related issues in the industrial/organizational context in the Caribbean, with a focus on motivation and satisfaction at the employee level. Students will learn the theories and principles of motivation and why motivation is crucial to organizational performance and employee satisfaction. Students will also develop skills required to enhance the motivation of all levels of employees.

## PSYC 6013/PS650 – Applied Psychology Research Paper (6 Credits)

In this course students will carry out a research project under the guidance of a faculty supervisor. Students will meet regularly with their faculty supervisor to plan and carry out this research project.

## PSYC 6032/PS68R Applied Research Methods in Psychology and Organizational Behaviour (3 credits)

Students in this course will be introduced to the methods used to conduct applied research in social, community and organizational settings. Students will gain a detailed understanding of the methods needed to identify and quantify change following social, community, or organizational interventions.

## SY62D – Programme Monitoring and Evaluation (3 Credits)

This course provides an introduction to the theory and practice of programme monitoring and evaluation. Following completion of this course, students will have the basic skills needed to conduct need assessments, monitor the ongoing functioning of intact programmes, plan an evaluation, assess programme implementation, and assess the outcomes of social programmes.

## SY62K – Quantative Data Analysis for the Social Sciences (3 Credits)

This course is intended to provide students who already have some previous experience of quantitative methods or statistics with a good working knowledge of statistical techniques used in social science research. Topics covered include the description of social science data; correlation and other forms of association, including chi-square; an introduction to probability distributions; the logic of sampling; the logic of statistical inference and significance tests; non-parametric and parametric statistics; analysis or variance and an introduction to classic regression analysis. Emphasis in the course will be placed on conceptualization and the ability to manipulate and appropriately apply these new ideas.

## PSYC 6007/PS62G – Applied Psychology Practicum (3 Credits)

Working under the supervision of a setting supervisor and a faculty supervisor, students will gain practical experience in Applied Psychology, as well as enhancing the skills developed during the their first year. The course will bridge the gap between academic coursework and the knowledge, skills and emotional challenges that are inherent in the "real world" of Psychologists. Students are expected to spend at least 2 days per week at their practicum site. In addition, students will meet weekly with the practicum coordinator and practicum supervisor to prepare for and discuss problems, progress and make presentations related to their sites.

## PSYC 6009/PS63F – Self and Social Theory in the Caribbean (3 Credits)

This course attempts to identify the variety of narratives of the self and the ways that these have been inserted and positioned in Caribbean social thought. It looks at some of the extra-theoretical factors affecting this positioning and points to the limits and opportunities offered for understanding by the positioning.

## PSYC 6002/PS64F – Psychological Testing, Measurement and Evaluation (3 credits)

Applied Psychology depends both on psychometric measurement and on the evaluation of the various strategies used in implementation and change. This course critically discusses the three foundations of psychometrics: Measurement, reliability, and validity. Students will be asked to reflect and critically examine several journal articles each week which deal with the concepts of measurement, reliability, and validity. As part of the course, students will create and establish the psychometric properties of a brief scale.

## PSYC 6011/PS64G – Communication and Persuasion (3 Credits)

Communication and persuasion are used by Applied Psychologists to change problematic social, cultural, and personal attitudes, beliefs and behaviours. This course is designed to explore the basic and effective persuasion tactics that may be used to change human behaviour. It explores issues related to influence from a scientific and psychological perspective including persuasion, compliance, propaganda, and mind control - and and how these same influences may be counteracted. Techniques used by masters of communication, such as commercial advertisers, experienced social action activists, and the political elite, will also be explored.

## PSYC 6023/PS65A – Issues of Caribbean Psychology: Ethics and Professional Practice Seminar (1 credit)

This course is designed to inform students about ethical principles, codes and decision making in Applied Psychology. The course will be delivered in a seminar format via student-led presentations and discussions. Students will develop an awareness of current professional and ethical issues in the practice of Applied Psychology and to foster an awareness of the specific context of future practice within the Caribbean region.

## PSYC 6022/PS68A – Applied Health Psychology (3 credits)

This course aims to provide students with a thorough knowledge of current theories in health psychology and how these can be applied to problems and interventions within the health sector. The course will review theories which explain patient behaviour and behaviour change, stress and coping, illness perception and pain. In each case, the use of theory

to guide appropriate intervention strategies will be discussed.

## PSYC 6010/PS66F – Organizational Learning (3 Credits)

Learning in organizations has moved from a focus on the individual and on to the organization itself. Indeed, the concept of the "learning organization" may be critical for Caribbean development and the survival of our enterprises. Within this context, aspects of organizational learning are explored within Caribbean development. This course explores the concept of the learing organization and how such organizations maximize their levels of productivity through the utilization of effective organizational learning principles. Students will learn the fundamentals of organizational learning and why learning is becoming increasingly crucial to organizations. They will develop the skills required by learning and development consultants in high performance organizations.

## HRNM 7102/HR71B – Psychological Assessment in Organizations (3 Credits)

This course covers the necessary skills that students will need to select, administer, interpret and report on the psychological assessment of individuals within organizations. Students will learn how to design and carry out an assessment procedure to screen and select candidates for employment and how to integrate the findings of an assessment exercise into a comprehensive report.

## SOCI 6115 - Quantitative Data Analysis for the Social Sciences

This course is intended to provide students who already have some previous experience of quantitative methods or statistics with a good working knowledge of statistical techniques used in social science research. Topics covered include the description of social science data; correlation and other forms of association, including chi-square; an introduction to probability distributions; the logic of sampling; the logic of statistical inference and significance tests; non-parametric and parametric statistics; analysis of variance and an introduction to classic regression analysis. Emphasis in the course will be placed on conceptualization and the ability to manipulate and appropriately apply these new ideas.

***Additional Information/Notes:***

SOCI 6115 is an existing course that has been taught to M.Sc. Sociology students since the 2007/2008 academic year, but has been added as a core course to our programme.

FACULTY OF SOCIAL SCIENCES

***Department Contact Information:***

Department of Sociology, Psychology & Social Work

University of the West Indies

Mona

Kingston 7

Programme Coordinator: Dr. Garth Lipps

### Demography

1.    MSc in Demography
2.    MPhil./PhD in Sociology with specialization in Demography

The MSc Programme in Demography was initiated in 2002 by the Department of Sociology, Psychology and Social Work to afford students the opportunity to strengthen their grounding in the knowledge and techniques necessary for the analysis of population issues and demographic research in the Caribbean. The MPhil/PhD in Sociology, with specialization in Demography is designed for those students who wish to demonstrate their aptitude for independent research, with prospects for working in the academe or as consultants.

### Programme Objectives:

To produce graduates who are able to independently undertake demographic analysis, applying appropriate techniques and statistical methods, and with sound theoretical underpinnings and policy frameworks.

### Entry Requirements

To enter the MSc. in Demography candidates must possess a Bachelors degree (at least second class Honours) from a recognized University, and have a strong undergraduate foundation in both demography and statistics.

To enter the MPhil/PhD. Programme one must have completed all coursework for the Masters degree, and demonstrate, through the submission of a Masters-level research paper, the ability to undertake original research which contributes to the existing body of knowledge. Admission to both programmes is in alternate years. The next year of entry is September 2011.

### Seminars

1. The continuing seminar, Critical Approaches to Caribbean Society and Culture (SOCI6079/SOCI 6080), delivered over two semesters;

2. Technical Writing (SOCI6081)

Duration of programme: The MSc in Demography is offered on a part-time basis only. Students are expected to complete all requirements for the programme, including the Research Paper, over the course of three years. The MPhil/PhD Degree is completed at a pace that is set by the student in collaboration with their assigned supervisor.

### Programme Structure: (Subject to change)

### Year 1 Semester I

SOCI 6111        Demographic Methods I

SOCI 6067      Advanced Social Research
               Methods I
SOCI6081       Technical Writing

**Year 1 Semester 1I**

SOCI 6112      Demographic Methods II
SOCI 6115      Quantitative Data Analysis in the                    Social Sciences
SOCI6079       Seminar: Critical Approaches to
               Caribbean Society and Culture I

| COURSE (Electives) | | |
|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** |
| SOCI6104 | Health Related Programme and Interventions in the Caribbean | 3 |
| SOCI6118 | Social Seeseement | 6 |

*Courses*

### SY68A [SOCI 6111]Demographic Methods

This is the first part of a two-course sequence. The objective of this part is to expose the beginning graduate students to the basic tools of demographic analysis. Topics covered include data evaluation methods, graduation and interpolation, standardization and decomposition, direct methods of mortality, fertility, nuptiality, internal and international migration. Mastery of available demographic software is an important component of the course.

### SY68B [SOCI 6112] Demographic Methods II

This second part of the sequence explores more advanced tools for demographic analysis. Topics covered include model life tables and stable populations, modelling age patterns of mortality, nuptiality, fertility, and migration; population estimation and projection; indirect methods of estimating fertility, child and adult mortality. Mastery of available demographic software is an important component of the course. On successful completion of this sequence of courses, the student should be able to analyze demographic data and report the results with clarity and confidence.

## SY62D [SOCI 6069] Programme Monitoring and Evaluation

A student who successfully completes this course will possess a reasonable level of knowledge and skills related to programme monitoring and evaluation. Students work with an established social programme to develop skills in each area of monitoring and evaluation. Case studies of relevant social programmes and policies are used as illustrative examples

## SY63D [SOCI 6066]Urban Sociology

This course examines the structure of urban areas and the cultural, political, economic and demographic processes governing their development and change. Students will also be exposed to the ways in which patterns of urbanization interact with policies to promote economic growth and social inequalities. These relationships will be demonstrated through an analysis of the ways in which the emergence of new social groups within urban areas in the Caribbean coincides with enormous social pressure as it relates to crime, unemployment, poverty, housing and the provision of social services.

## SY68C [SOCI 6113] Applied Demography

In this course students will understand the extent to which demographic changes have consequences for social and economic processes and phenomena. Students will explore the ways in which demographic theory, methods and data can contribute to decision making in both the public and private sectors. Topics covered include the scope and method of applied demography, recent population trends and prospects and their implications for governments, businesses and non-governmental organizations. The demographic aspects of selected public policy issues will also be examined.

## SY68D [SOCI 6114] Social Demography

This course is designed to deepen the student's knowledge of the substantive areas rather than the technical issues in population studies. The course starts from a review of population theory and proceeds to examine the theoretical issues and the substantive patterns of change in each of the main components of population change.

## SY68E [SOCI 6088] Introduction to Geographic Information Systems

This introductory course is designed to facilitate the adoption of GIS in the social sciences, and is skewed towards demography. Students will be introduced to the components of GIS and the procedures for executing spatial data analysis. Heavy emphasis will be placed on GIS for decision support, and data quality issues. Lab exercises will provide hands-on training to supplement the theoretical aspects of GIS.

## SY65D [SOCI 6104] Health Related Programmes and Interventions in the Caribbean

This is the first part of a two-course sequence. The objective of this part is to expose the beginning graduate students to the basic tools of demographic analysis. Topics covered include data evaluation methods, graduation and interpolation, standardization and decomposition, direct methods of mortality, fertility, nuptiality, internal and international migration. Mastery of available demographic software is an important component of the course.

## SY62A [SOCI 6067] Advanced Social Research Methods I

This is the first part of a three-course sequence in research methods and statistics for MSc. programmes. It provides an overview of the main methods of data collection used by social scientists in their work, with a focus on the epistemological foundations of the different methods, and their strengths and weaknesses. The second part continues with intermediate statistics but also involve analysis of a large dataset taken from one of Jamaica's national socio-economic and/or demographic surveys. The third part concludes with more advanced statistical methods along with the analysis of a large national or international dataset. At the successful completion of the sequence of courses the student should be proficient in the collection, analysis and interpretation of data at a sufficient level of sophistication.

## SY62K [SOCI 6115] Quantitative Data Analysis in the Social Sciences

This is the second part of a three-course sequence in research methods and statistics for MSc. Programmes. This course provides students who already have some experience of quantitative methods or statistics with a good working knowledge of commonly used statistical techniques in social science research. At the end of the course, students should be able to carry out effectively univariate and bivariate data analyses and have an appreciation of simple regression. This course is also expected to provide "hands on" training using Statistical Package for the Social Sciences (SPSS) software. Cross sectional data from existing datasets are utilized for analysis.

## SY62B [SOCI 6068] Advanced Social Research Methods II

This third part of the three-course sequence focuses on statistics analysis. The objective of this part is to empower students with statistical and data analytical skills to facilitate their functioning as researchers, data analysts and consultants. Topics to be covered include frequency distributions, contingency tables, analysis of variance and covariance, factor analysis, ordinary least squares regression, multiple regression, and logistic regression. Every student is required to prepare a research report using the Statistical Package for the Social Sciences (SPSS) software. Students who successfully complete this sequence can take on important research undertakings with confidence.

## SY62E [SOCI 6118] Social Assessment

This course is intended to provide participants with an understanding of the theoretical framework which constitutes the basis for Social Assessment Methodologies, and to equip them with the practical skills that are required for design and implementation of a complete Social Assessment. At the completion of this course, participants will:

(i) have gained an understanding of the historical and theoretical context within which participatory research has developed.

(ii) be sensitive to their ethical responsibilities in the conduct of social assessments.

(iii) have an increased commitment to participatory methodologies for policy and programme design and management.

(iv) be fluent with a set of techniques for Social Assessments and other qualitative research and analysis which can be used within a range of settings for policy formulation and management.

NEW: Introduction to Reproductive Health and Family Life Education

This course will serve as a foundation course in Reproductive Health and will be of interest to students who wish to gain an understanding of the history and development of family planning and later, reproductive health in the Caribbean region, and the impli-

cations of this change for health service delivery. Reproductive Health issues across the life span, differences between the population control and rights approach, and the interplay between international, domestic/national issues and of social, cultural, economic and gender factors and their contribution to Reproductive Health outcomes for the individual and nation are some of the topics which will be covered.

Additional Information/Notes: Applicants are advised to do the following courses prior to entering the programme:

1. SOCI 2008 Statistics for the Behavioural Sciences
2. SOCI 2009 Statistical Computing for Social Research
3. SOCI 2000 Sociological Theory I or SOCI 2001 Sociological Theory II

Programme Coordinators:

Professor Patricia Anderson (
patricia.anderson@uwimona.edu.jm_
Ms. Sharon Priestley
(sharon.priestley@uwimona.edu.jm)

## MSc Human Resource Development

The Masters Programme in Human Resource Development was initiated in 1995 by the Department of Sociology, Psychology and Social Work at the

University of the West Indies. Students are drawn from both public and private sector, and work in HRD contexts as well as in direct management positions, service organisations and private consultancies.

Programme Objectives: The general objectives of the HRD programmes are to produce graduates who are expected to be able to apply the theoretical underpinning of the courses to the practical imple-mentation of change within their organisations. More specifically, these programmes have always sought to educate professionals and academics who can contribute to the strengthening of their organisations both through organisational analysis and interven-tion and through training, team-building, effective leadership and research.

### Entry Requirements (For the Particular Programme):

To enter the MSc Human Resource Development programme one must possess the following mini-mum qualifications:

- A good first degree from an approved university (Honours),
- A minimum of three (3) years' full-time work experience at a supervisory level.

### Duration of programme:

The MSc in Human Resource Development is offered on a part-time basis only. Students are expected to complete all requirements for the programme, includ-ing the HRD Practicum, in twenty-seven months.

### Programme Structure: (Subject to change)
SEQUENCING OF COURSES FOR THE PART-TIME MSc HUMAN RESOURCE DEVELOPMENT PROGRAMME

### Summer 2009: June – August 2009

HR69B: Communication Skills for
          Organisational Research and
          Practice (For persons who have
          passed the Diagnostic Test
Weeks 1-8

Foundation English (For persons
          who failed the Diagnostic Test)
Weeks 1-8

HR61B: Group Dynamics
Weeks 1-6

Term I: September – December 2009

HR61A:  Applied Behavioural Science
Weeks 1-12

HR62C:  Strategic Human Resource
          Management
Weeks 3-9

HR64A: Research Methods
Weeks 1-12
          (with SPSS Labs)

HR69B: Communication Skills for

Organisational Research and
Practice (For persons who did
not pass the Diagnostic Test)
Weeks 1-12

Term II:  January – March 2010
HR62B: Organisational Ethics: Developing
          Ethical Organisations
Weeks 1-8

HR63A: Introduction to Organisational
          Design
Weeks 1-8

HR64B: HRD Statistics I
Weeks 1-12
          (with SPSS Labs)

Term III: March – August 2010

HR61C: Theory and Practice of Small
          Group Behaviour
Weeks 1-6

HR65C: Training Design, Delivery
          and Evaluation
Weeks 1-12

HR66E: Job Analysis
Weeks 1-8

Term IV: September – December 2010

HR64C: HRD Statistics II

Weeks 1-12
SPSS Labs
Weeks 2-10

HR66B: Compensation and
          Employee Assistance
Weeks 1-9

HR66C: Staffing Organisations
Weeks 1-5

Term V: January – March 2011

HR63B: Organisational Design and
          Intervention
Weeks 7-12

HR66D: Performance Management
Weeks 1-6

HR67A: Industrial Relations and
          Negotiation
Weeks 1-10
Term VI: April – May 2011

HR63C: Organisational Intervention
          and Evaluation
Weeks 1-8

HR68A: Information Technology
          and HRD
Weeks 1-9

BPR Labs

Weeks 2-8

*Summer : June – August 2011*

HR60A: HRD Practicum
Weeks 1-9

All courses are required for graduation.

*Course Description*

[HR61A] HRNM6022 – Applied Behavioural Science (2 Credits - Term I)

*Objectives:* This course looks at human behaviour, both individual and collective, as significantly shaped by the factors of society, culture and personality. It is an applied/practical course that is, at the same time, concerned with theoretical fundamentals.

[HR61B] HRNM6004 – Introduction to Group Dynamics (1 Credit - Term I)

*Objectives:* This course is designed to develop the awareness of students regarding the nature and functions of groups, the impact of interpersonal styles and behaviour upon group development, teams and organisations.

[HR61C] HRNM6005 – Theory & Practice of Small Group Behaviour (2 Credits - Term III)

*Objectives:* This course is designed to develop the

awareness of students regarding the potential of well-managed groups to improve performance at work. It will also increase their ability to identify barriers to effective group functioning, and solutions. The course will provide opportunities for theoretical and experiential exploration of issues which affect team work, including personality, group dynamics, communication, leadership and conflict management.

[HR62B] HRNM6020 – Organisational Ethics: Developing Ethical Organisations (1 Credit - Term III)

Objectives: This course invites students to examine at both theoretical and practical levels, the issues informing the ethical issues facing contemporary workers, organisations and societies regionally and internationally. These issues will include, but are not limited to the problems surrounding globalisation and e-culture, organisational strategy and competition, the treatment of workers with diverse needs, corporate privacy and security, research and development, and corporate social responsibility. Students will explore their awareness of themselves as professionals and the need for the organisation to think about what it does as it operates within the society.

[HR62C] HRNM6019 – Strategic Human Resource Management (1 Credit - Term I)

Objectives: This is a foundation course for the other courses in the Masters in H.R.D. programme. Its objective is to provide an overview and appreciation

of the major HRM functions within the framework of Strategic Management.

## [HR63A] HRNM6007 – Introduction to Organisational Design and Development (1 Credit-Term II)

Objectives: This course emphasizes the importance of effective organisational diagnosis, design and transformation for the achievement of organisational goals. The aim is to expose students to the assumptions underlying traditional and contemporary organisational designs and the implications of these designs for human performance.

## [HR63B] HRNM6008 – Organisational Design and Intervention (1 Credit - May - July 2009)

Objectives: This course introduces students to the techniques used in diagnosing organisations, and to important issues that should be considered in the selection of appropriate techniques. Students will also examine the issues related to individual, group and organisational change and some of the factors that would hinder effective change. Throughout students will relate the literature to Caribbean data and theory as well as to their own experiences.

## [HR63C] HRNM6009 – Organisational Intervention and Evaluation (1 Credit - Term VI)

Objectives: This course provides an opportunity for

participants to work as a team in addressing a real-life problem in an organisation. They are expected to develop additional insights and competencies that are required in providing focussed interventions that add value to the organisation. The course is practical in orientation, and represents a culmination of this stream of courses offered in the programme. This group project also serves to equip students to conduct their practicum on an independent basis.

## [HR64A] HRNM6010 – Research Methods (1 Credit - Term II)

Objectives: This course seeks to provide students with an understanding of the range of quantitative and qualitative research techniques that are appropriate to different HRD issues, and to equip them with basic skills for organisational research.

## [HR64B] HRNM6011 – HRD Statistics I (1 Credit - Term III)

Objectives: This course provides an introduction to basic statistics for behavioural science. The application of these methods to human resource assessment and development is emphasized. Students are also expected to gain familiarity with methods of data manipulation through the use of selected computer packages.

## [HR64C] HRNM6012 – HRD Statistics II (2 Credits - Term IV)

Objectives: This course allows students to strength-

en their skills in the analysis and interpretation of data generated and used in HRD contexts.

## [HR65C] HRNM6503 – Training Design, Delivery and Evaluation (3 Credits-Summer, May-July 2010)

Objectives: This course examines Job Analysis and Evaluation Techniques and seeks to introduce students to the basic elements of the training process and the contribution of these elements to the achievement of training goals and objectives. The role played in the training process by the main constituents inside and outside of the organisation will be examined to determine relevance, centrality and influence. The course will analyse the principles of adult learning and identify strategies and tools used for effective training.  Students will also be introduced to methods of assessing training needs and evaluating the training function.

## [HR66B] HRNM6014 – Compensation and Employee Assistance (1 Credit - Term IV)

Objectives: This course provides students with the fundamentals of compensation management, and introduces some of the emerging issues for example students will evaluate the business ethics of employee assistance and EAPs as a risk management tool; the ESOP as an employee benefit and its impact on firm value.

## [HR66C] HRNM6002 – Staffing Organisations (1 Credit – Term IV)

Objectives: This course seeks to provide participants with exposure to theory and current practice in the staffing area in order to create a strategic approach to organisational staffing and develop the skills required to properly manage the function.  Participants will be exposed to traditional and modern approaches to staffing with emphasis on the utilization of technology. They will be encouraged to analyse varying approaches with a view to developing the capacity to devise a system most suitable for achieving their organisation's objectives.

## [HR66D] HRNM6021 – Performance Management (1 Credit - Term V)

Objectives: This course examines the fundamentals of Performance Management Systems. Students are introduced to the traditional personnel functions of hiring, assessment, appraisal, promotion and termination in the context of the human resource development approach. Issues of particular relevance in the Caribbean are highlighted.

## [HR66E] HRNM6605 – Job Analysis (1 Credit - Term III)

Objectives: This course provides participants with a broad understanding of the importance of job analysis in the overall human resource management and development process, particularly recruitment and selection, training and development, deploy-

ment of and compensation and reward of position and of incumbents. It articulates and demonstrates the link between job analysis at the organisational or enterprises level and the wider industry, national and international labour market(s). As such, national and international job classification systems will be examined. It also presents participants with an understanding of the basic principles, techniques and approaches in designing, implementing and managing job analyses; and guides in the conduct of actual job analysis exercises, as feasible.

## [HR67A] HRNM6015 – Industrial Relations and Negotiation (2 Credits - Term V)

Objectives: This course seeks to establish the institutional framework within which organisations and workers operate within the Caribbean. The organisation is located within the regulatory framework and in relation to the activities of formal organisations such as trade unions, employers and worker associations, and other relevant groups in the wider society. It is intended that an appreciation of the way in which labour/management relations are realised in actuality will be achieved.

## [HR68A] HRNM6016 – Information Technology and HRD (2 Credits - Term VI)

Objectives: This course introduces students to the importance which Information Systems have for modern management and H.R.D practice. It introduces students to theories that discuss the bi-directional relationship between Information Technology and Organisational Design. Emphasis is placed on issues surrounding the emergence of new organisational forms, with special attention to one method used to bring about deliberate organisational changes, that being business process re-engineering. The course discusses the need for the H.R.D. professional to understand the implications for training and human resource development created by these new forms of organisations and the concomitant increased use of IT in these new structures.

## [HR69B] HRNM6902 – Communication Skills for Organisational Research and Practice (1 Credit Term I)

Objectives: This course is designed to ground students in the fundamentals of writing skills for organisational research and communication. It does this while also providing the flexibility to tailor the programme to meet participants' individual interests and career aspirations. As a result, on completion of the course, students will be well positioned to operate effectively across the entire span of the organisation, first in their roles as function-specific human resource development managers and organisational behaviour practitioners and researchers and expanding into consultation, academic research and social leadership.

## [HR60A] HRNM6017 – HRD Practicum (6 Credits - Summer – July - August 2010)

The PRACTICUM is structured around the core content of the courses offered in the HRD Masters

programme with the intention of broadening and deepening, by means of a supervised practical attachment, the knowledge and skills of the students in the chosen area of concentration. Students are provided with an opportunity to test, improve and further develop their conceptual and practical abilities in relation to any of the areas of programme concentration. It should be noted that students are required to be at their practicum sites for 2 ½ days per week for two months during the Summer of their second year.

### Additional Information/Notes

Although not formal pre-requisites applicants are advised to do the courses [PS21D] PSYC2000: Social Psychology and SY16C before entering the programme.

### Department Contact Information:

Department of Sociology, Psychology and Social Work
The University of the West Indies
Mona
Kingston 7

### Unit Contact Information:

1B Aqueduct Flats
The University of the West Indies
Mona
Kingston 7
Telephone: (876) 512-3466
E-mail: mschrd@uwimona.edu.jm
Programme Coordinators:    Mr. Clement Branche
                          Mr. Benthan Hussey

Assistant Programme Coordinator:

Ms.Olivene Thomas

## Diploma in Human Resource Development

### Programme Objectives

This programme seeks to distil a package from the functional courses offered in the MSc. Human Resource Development degree. It is designed to offer continuing education credits either to persons who already possess at least a Bachelors degree and who work in an administrative capacity with the human capital of the organisation but who do not have the requisite academic training for their posts or to persons who take it for continuing education credits as prescribed by an recognised professional body.

The programme will rest upon the foundation of the various curricula in which the students registered have participated. It will benefit from their rich practical problem-solving skills and this advantage will naturally extend to the Masters and Doctoral Programmes where these students share classes with those students as well. These skills will be developed further through a combination of coursework, research activities, independent study and experiential learning.

### Entry Requirements (For the Particular Programme):

Candidates for this Higher Degree Diploma will be required to have a minimum requirement of a Bache-

lors degree and at least three years' post-graduation practical work experience at a senior management level. Alternatively, candidates may be accepted where they are taking the course for continuing education credits for certification by the Nursing Association of Jamaica, the Medical Association of Jamaica or for a similar professional body that has entered into this agreement with the University. Where the candidates do not fall into these categories and they cannot submit to the University a statement from their employer stating that the qualification is vital for the survival of the organisation, they will be required to either register for the Masters Programme in Human Resource Development or register for the individual courses without the formal terminal diploma certification.

It should be noted that once committed to the Diploma candidates may opt to upgrade their registration to the full MSc Human Resource Development Degree. Upgrading will then require the candidate to seek permission formally from and change their registration at the Office of Graduate Studies and pay any difference in the requisite tuition fees. They may then apply for credit exemptions for the courses already taken. Alternatively, persons registered for the MSc Human Resource Development may opt to qualify at the diploma status if for some reason they cannot continue in the Masters Programme. The HRD Graduate Programmes will determine the portion, if any, of the tuition fees paid for the Masters Degree that will be refunded.

Duration of programme: The Higher Degrees Diploma in Human Resource Development is offered on a part-time basis only. Students are expected to complete all requirements for the programme in twenty-seven months.

***Programme Structure: (Subject to change)***

The Diploma Programme in Human Resource Development will be delivered on a part-time basis over a two-year period. It comprises 21 credits from taught courses. The schedule of taught courses includes 13 courses that are structured into modules ranging from 1-3 credits. These courses cover a range of content areas that include human resource theory and opportunities for personal development.

***STRUCTURE OF THE DIPLOMA IN HUMAN RESOURCE DEVELOPMENT***

| Term I | Term II | Term III |
|---|---|---|
| HR61B<br>Group Dynamics<br>(1 credit) | HR63A<br>Introduction to<br>Organizational<br>Design (1 credit) | HR65C<br>Training Design<br>Delivery and<br>Evaluation (1 credit) |
| HR62D<br>Strategic Human<br>Resource<br>Development<br>(2 credits) | HR61C<br>Theory & Practice<br>of Small Group<br>Behaviour<br>(2 credits) | HR64D<br>Financial Data<br>Analysis for<br>Human Resource<br>Development<br>Practitioners (3 credits)<br><br>HR66E<br>Job Analysis (1 credit) |

*Year II*

| Term I | Term II | Term III |
|---|---|---|
| HR66C<br>Staffing<br>Organizations<br>(1 credit) | HR66D<br>Performance<br>Management<br>(1 credit) | HR67A<br>Industrial Relations<br>and Negotiation<br>(2 credits) |
| HR66B<br>Compensation<br>(1 credit) | Approved Free<br>Elective<br>(3 credits) | |

It should be noted that of the 13 courses required for the Programme, one (1) may be taken from a list of approved electives that includes the following courses:

► PS66F: Organisational Learning

- ► PS66G: The Psychology of Work and Motivation
- ► SB63M: Counselling for HR Practitioners
- ► SB63I: Transformational Leadership
- ► SY62A: Advanced Social Research Methods I
- ► SY62B: Advanced Social Research Methods II

***Course Descriptions***

***Level I Courses***

## [HR 61C] HRNM6005 – Theory and Practice of Small Group Behaviour (1 Credit)

Objectives: This course is designed to develop the awareness of students regarding the potential of well-managed groups to improve performance at work. It will also increase their ability to identify barriers of effective groups, and solutions. The course will provide opportunities for theoretical and experiential exploration of issues that affect teamwork, including personality, group dynamics, communication, leadership and conflict management.

## HR62D: Strategic Human Resource Development

Objectives: This course will introduce some of the basic concepts of strategic human resource development for practitioners in the field who have academic backgrounds in other disciplines. With this in mind, the treatment of the course will be participative

and seek to reinforce the most favourable blend of skills, knowledge and attitudes that under gird effective human resource development. It will seek to distinguish between the management function – Human Resources Management – and the broader profession – Human Resource Development and explore some of the issues that occupy the attention of practitioners in both fields.

## [HR63A] HRNM6007 – Introduction to Organisational Design and Development (1 Credit)

Objectives: This course emphasizes the importance of effective organisational diagnosis, design and transformation for the achievement of organisational goals. The aim is to expose students to the assumptions underlying traditional and contemporary organisational designs and the implications of these designs for human performance.

## HR64D: Financial Data Analysis for Human Resource Development Practitioners (3 Credits - Term III)

Objectives: This course aims through a combination of lectures, case studies and practical labs to show human resource development practitioners the potential of financial data as a decision-making tool and thereby give them the information to contribute, in the language understood by the other functional areas of the organisation, to the bottom-line. It will introduce some of the basic concepts used by accountants and financial managers in decision-mak-

ing and show how these concepts are applicable to human resource development activities.

## [HR65C] HRNM6503 – Training Design, Delivery and Evaluation (3 Credits- Summer, May-July 2010)

Objectives: This course examines Job Analysis and Evaluation Techniques and seeks to introduce students to the basic elements of the training process and the contribution of these elements to the achievement of training goals and objectives. The role played in the training process by the main constituents inside and outside of the organisation will be examined to determine relevance, centrality and influence. The course will analyse the principles of adult learning and identify strategies and tools used for effective training. Students will also be introduced to methods of assessing training needs and evaluating the training function.

## [HR66B] HRNM6014 – Compensation and Employee Assistance (2 Credits)

Objectives: This course provides students with the fundamentals of compensation management, and introduces some of the emerging issues for example students will evaluate the business ethics of employee assistance and EAPs as a risk management tool; the ESOP as an employee benefit and its impact on firm value.

## [HR66C] HRNM6002 – Staffing Organisations (1 Credit)

Objectives: This course seeks to provide participants with exposure to theory and current practice in the staffing area in order to create a strategic approach to organisational staffing and develop the skills required to properly manage the function. Participants will be exposed to traditional and modern approaches to staffing with emphasis on the utilization of technology. They will be encouraged to analyse varying approaches with a view to developing the capacity to devise a system most suitable for achieving their organisation's objectives.

## [HR66D] HRNM6021 – Performance Management (1 Credit)

Objectives: This course examines the fundamentals of Performance Management Systems. Students are introduced to the traditional personnel functions of hiring, assessment, appraisal, promotion and termination in the context of the human resource development approach. Issues of particular relevance in the Caribbean are highlighted.

## [HR66E] HRNM6605 – Job Analysis (1 Credit - Term III)

Objectives: This course provides participants with a broad understanding of the importance of job analysis in the overall human resource management and development process, particularly recruitment and selection, training and development, deployment of and compensation and reward of position and of incumbents. It articulates and demonstrates the link between job analysis at the organisational or en-

terprises level and the wider industry, national and international labour market(s). As such, national and international job classification systems will be examined. It also presents participants with an understanding of the basic principles, techniques and approaches in designing, implementing and managing job analyses; and guides in the conduct of actual job analysis exercises, as feasible.

## [PS66F] PSYC6010 – Organisational Learning (3 Credits)

Learning in organisations has moved from a focus on the individual and on to the organisation itself. Indeed, the concept of the "learning organisation" may be critical for Caribbean development and the survival of our enterprises. Within this context, aspects of organisational learning are explored within a Caribbean development. This course explores the concept of the learning organisation and how such organisations maximize their levels of productivity through the utilization of effective organisational learning principles. Students will learn the fundamentals of organisational learning and why learning is becoming increasingly crucial to organisations. They will develop the skills required by learning and development consultants in high performance organisations.

## [PS66G] PSYC6008 – Psychology of Work and Motivation (3 Credits)

A key area of organisational psychology is work motivation. Indeed, it may be said that employee motivation is vitally important to Caribbean development a whole. This course is designed to explore motivation and satisfaction at the employee level in the industrial/organisational context in the Caribbean. Employee motivation is related to critical issues such as employee satisfaction, turnover rates, performance and productivity. In this course students will learn the theories and principles of motivation and why motivation is crucial to organisational performance and employee satisfaction. Students will also develop the skills required to enhance motivation levels of employees at all levels.

***Elective Courses***

## SB63M Counselling for Human Resource Practitioners (3 Credits)

The course is intended to increase awareness of the nature and scope of counselling and of its place within the classification of helping professions and is also intended to increase awareness of the relevance of counselling to management and the scope for its practice within organisational settings. The course will expose students to the theories, principles and issues associated with the practice of counselling in organisations.

## SB631 Transformational Leadership (3 Credits)

This course is designed to influence the views and behaviours of participants in relation to leadership and transformation. It focuses on principle centred behaviour, the ability to inspire self and others, creative thinking and problem solving as the driving forces for influencing and managing change in the organisation.

## SY62A – Advanced Social Research Methods (3 Credits)

This is the first part of a two-course sequence in research methods for MSc programs. This course will provide you with an overview of the main methods of data collection used by social scientists in their work, with a focus on the epistemological foundations of the different methods, and their strengths and weaknesses. The second course in the sequence will review basic statistics and introduce various techniques in multivariate statistical analysis. After completion of this two-course sequence, you should be methodologically prepared to carry out the research for your MSc Research Report.

## SY62B – Advanced Social Research Methods II (3 Credits)

This course will develop students' research skills rather than explore formula derivation proofs. It covers the material with a very practical approach emphasising the interpretation of results and the computer application of the techniques covered. The course will give an introduction to the simple linear model and explore the multivariate regression model, heteroskedasticity, multicollinearity, dummy dependent variables, using the regression equation and factor analysis along with other principal components.

***Department Contact Information:***

Department of Sociology, Psychology and Social Work
The University of the West Indies
Mona, Kingston 7

Unit Contact Information:
1B Aqueduct Flats
The University of the West Indies
Mona, Kingston 7
Telephone: (876) 512-3466
E-mail: diphrd@uwimona.edu.jm

Programme Coordinators:     Mr. Clement Branche
                            Mr. Benthan Hussey

Assistant Programme     Ms. Olivene Thomas
Coordinator:

## *MSc Sociology*

***Specializations/Options:***
► Social Anthropology
► Social Policy and Administration
► Sociology of Development
► Social Policy and Development (Joint specialization)

Programme Objectives: The Masters degree programme in Sociology is designed to produce gradu-

ates with the ability to analyze critically the structure of Caribbean societies, and to engage effectively with the problems of the society in a manner that gives due weight to social, cultural and institutional analyses, as well as problem solving.

*Entry Requirements:* Applicants must have a Bachelors degree from a recognized university with at least Upper Second Class Honours. Students must demonstrate familiarity with sociological theory and aptitude in research (qualitative and quantitative); have successfully completed the core department requirements for the specialization for which they are applying (with grades no lower than a B); and have computer skills at minimum competence in Microsoft Office (Word, Excel, Power-Point).

### *Areas of Research*

►     Sociology of Development
►     Social Policy
►     Anthropology
►     Demography

Departmental Seminars: 3. These are SY69A, SY69B and SY69C

### *Duration of programme*
EITHER:  First year full time and second year part-time OR   Five semesters part-time

### *Programme Structure*

### *Year 1*

| *Semester 1* | *Semester 2* |
|---|---|
| Sociological Theory | Sociological Theory |
| Research Methods | Statistics/ Advanced Qualitative Research |
| Special Field | Special Field |
| Seminar (Technical Writing) | Seminar (Critical Approaches to Caribbean Society and Culture) |

### *Year 2*

| *Semester 1* | *Semester 2* |
|---|---|
| Special Field | |
| Seminar (Critical Approaches to Caribbean Society and Culture | |
| Social Assessment course OR Integrated Methodology course OR Research Paper | |

| COURSES | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| SY66A | Sociological Theory I | 3 | 60% Exam<br>40% Coursework |
| SY66B | Sociological Theory II | 3 | 60% Exam<br>40% Coursework |
| SY62A | Advanced Social Research Methods I | 3 | 60% Exam<br>40% Coursework |
| SY62B | Advanced Social Research Methods II | 3 | 60% Exam<br>40% Coursework |
| SOCI6120 | Integrated Methodology for Social Research | 6 | 100% Coursework |
| SY690 | Research Paper | 6 | |
| SY62E | Social Assessment | 6 | 100% Coursework |

*Course Description*

## SY66A  Sociological Theory I

This course is intended to bring the student to a deeper appreciation of the origins of sociological thought and the ideas of main thinkers during the formative years of the discipline. The objective is to establish a mastery of the bedrock subject matter in the discipline and to develop a critical eye. Beyond the subject matter, students are brought to the epistemological and ontological bases of social thought. The emphasis is on the meta-theory, not simply theory.

## SY66B Sociological Theory II

This course builds on the classical theories of Semester I. It is intended to bring the student to a deeper understanding of the 20th Century developments in sociology.  Apart from being a continuation of the classical material, the objective is to raise some of the critical issues in contemporary sociology.  Like the preceding course it is meta-theoretical.  Yet, one main concern is the search for a Caribbean sociology.  In the end it is expected that the student will raise and answer questions about the nature of sociological theory today.

## SY62A Advanced Social Research Methods I

This course will introduce students to some of the important theoretical and methodological issues related to the use of the scientific method in social research. By the end of this course participants should be able to use and critically assess a variety of techniques of analysis. Additionally, they should have developed a fairly high level of competence in one of the techniques of analysis.

## SY62B Advanced Social Research Methods II

This objectives of this course are to: critically appraise the social scientific method in regard to its role in helping to explain social reality examine the methodological bases of theory construction in the social sciences; examine the epistemological bases of selected approaches to social research methods.

## SOCI6120 Integrated Methodology for Social Research

This course will be delivered in two semesters. The first sections serve to provide the foundation for the core of the course. The course starts with an introduction that places emphasis on philosophy and the rationale for mixed methodology, and then proceeds to examine key issues in research design. Subsequent sessions deal with the nuts and bolts of the research process, and the interaction between the research

findings as they emerge. Once the Research Group has agreed on a theme for the research undertaking, and participants have been assigned to research teams, preliminary fieldwork will be initiated in order to develop and structure this proposed theme.

### *Contact Information*

**MSc Applied Psychology**
Dr. Garth Lipps
512-3339
garth.lipps@uwimona.edu.jm

**MSc Clinical Psychology**
Dr. Rosemarie Johnson
512-3347
rosemarie.johnson@uwimona.edu.jm

**MSc Demography**
Prof. Patricia Anderson
512-3309
patricia.anderson@uwimona.edu.jm
             or
Ms. Sharon Priestley
512-3555
srpriestley@gmail.com

**MSc Human Resource Development (HRD)**
Prof. Patricia Anderson
512-3309
patricia.anderson@uwimona.edu.jm
             or
Ms. Olivene Thomas
412-3466

mschrd@uwimona.edu.jm

Master of Social Work (MSW)

Mrs. Karlene Boyce-Reid

512-3326

karlene.boycereid@uwimona.edu.jm

**MPhil/PhD Sociology (by Research)**

Mr. Clement Branche

977-0315

clement.branche@uwimona.edu.jm

**PhD Organizational Behaviour**

Prof. Patricia Anderson

512-3309

patricia.anderson@uwimona.edu.jm

       or

Ms. Olivene Thomas

412-3466

mschrd@uwimona.edu.jm

## *Master of Social Work*

### *Specializations / Options*

- Administration and Management of Human Services
- Clinical Social Work Practice
- Community Organization and Policy Practice
- Advanced Generalist Social Work Practice

### *Programme Objectives*

The goal of the MSW Programme is to train persons who will either provide leadership as administrators and managers of social service agencies, or serve as specialist practitioners in selected fields of social work and/or train and direct a wider body of agency personnel in those fields – all within a clear policy framework guided by professional, theoretical and ethical practices.

### *Programme Structure*

This is a 3 semester (full-time) or 5 semester (part-time) programme, including summer practica placements.  The programme comprises 4 major components:

- 3 Foundational Core Courses common to all Fields of Specialization;
- 3 Fields of Specialization

  – Administration and Management of Human
    Services;
  – Clinical Social Work Practice; and
  – Community Organization and
    Policy Practice.

Students will be required to choose 4 courses from among the three areas of specialization and must satisfactorily complete at least the 2 or 3 stated courses in a single field in order for a Field of Specialization to be recorded on one's transcript; or students may choose to do

  – An Advanced Generalist Programme
    which  allows students to choose any
    4 courses

A Minor Practicum; and a Major Practicum which may be arranged outside of Jamaica at the student's expense. (Check out also, the possibility of doing a Caribbean field placement where some expenses will be paid for.)

A Research Component comprising a Research Methods course and a Social Work Research Report.

All course work and practica should be completed before registering for the Research Report.

All courses are 3 credits except for Major Practicum – 6 credits. The total number of credits for the degree is 36.

The curriculum is designed to strengthen the focus of Social Work as a professional activity operating within a broad policy framework and which requires firm theoretical grounding for enhancing students' understanding for practice interventions.

### Method of Assessment

Award of the Master of Social Work (MSW) degree requires a minimum of a B grade (50%) in both coursework and examination. "A distinction is awarded to candidates who achieve an average of 70% or better (Grade A) in the written courses and a mark of 70% or better in the research paper or project report". (Section I, General Regulations, # 78, p. 13.)

### Courses(Core)

Administration and Management of Human Services – Full-time

### Semester I,

| | |
|---|---|
| SW64A: | Theory Development for Advanced Social Work Practice |
| SW 61A: | Human Resource Management and Administration |
| SY65A: | Social Policy and Administration I |

### Semester II

| | |
|---|---|
| SW61B: | Methods of Strategic Management |
| SW64C: | Programme Planning, Management and Evaluation |
| SW66C: | Methods of Policy Practice |
| SW62A: | Advanced Qualitative Research Methods |
| SW63A: | Minor Practicum – summer |
| SW63B: | Major Practicum – summer |

### Semester I,

| | |
|---|---|
| SW60A: | Professional Development and Ethical Issues in Human Service |
| SW62D: | Social Work Research Report |

### Clinical Social Work Practice – Full time

### Semester I,

| | |
|---|---|
| SW64A: | Theory Development for Advanced Social Work Practice |
| SW65A: | Advanced Clinical Social Work Practice |
| SY65A: | Social Policy and Administration I |

| SW60A: | Social Investment in Children (elective –advise Practicum Coordinator) |
|---|---|

**Semester II**

| SW65B: | Evaluation of Clinical Social Work Practice |
|---|---|
| SW62A: | Advanced Qualitative Research Methods |

1 other elective (if you have done SW60A) or 2 electives from the list on page 10

| SW63A: | Minor Practicum – summer |
|---|---|
| SW63B: | Major Practicum – summer |

**Semester I,**

| SW60A: | Professional Development and Ethical Issues in Human Service |
|---|---|
| SW62D: | Social Work Research Report |

Community Organization and Policy Practice – Part-time

**Semester I,**

| SW64A: | Theory Development for Advanced Social Work Practice |
|---|---|
| SW 66A: | Advanced Community Practice |

**Semester II**

| SW66C: | Methods of Policy Practice |
|---|---|

| SW62A: | Advanced Qualitative Research Methods |
|---|---|
| SW63A: | Minor Practicum - summer (preferred, but optional) |

**Semester I,**

| SW60A: | Professional Development and Ethical Issues in Human Service |
|---|---|
| SY65A: | Social Policy and Administration I |

**Semester II**

|  | 2 electives from page 11 |
|---|---|
| SW63A: | Minor Practicum (if not done summer 2009) |
| SW63B: | Major Practicum |

**Semester I,**

| SW62D: | Social Work Research Report |
|---|---|

***Advanced Generalist Social Work Practice***

**Semester I,**

| SW64A: | Theory Development for Advanced Social Work Practice 1 Elective |
|---|---|

**Semester II**

|  | 2 Electives |
|---|---|
| SW63A: | Minor Practicum - summer (preferred, but optional) |

FACULTY OF SOCIAL SCIENCES

*Semester I,*

SW60A:      Professional Development and
            Ethical  Issues in Human Service

SY65A:      Social Policy and Administration I

*Semester II*

            1 elective

SW62A:       Advanced Qualitative Research
            Methods

SW63A:      Minor Practicum (if not done
            summer 2009)

SW63B:      Major Practicum

Semester I,

SW62D:      Social Work Research Report

*Electives*

Students are required to check other Units/Departments for non-Social Work courses

*Course Description*

## SW60A: Professional Development and Ethical Issues in Human Services

This course is intended to deepen students' awareness of the importance of ethics in their day to day work as human service professionals; to develop their skills in ethical decision-making and to assist them in internalizing norms of professional conduct appropriate to their profession and field of service.

The course will also be a vehicle for increasing students' professional commitment to the creation of effective and just policies for the people of the Caribbean.

## SW64A: Theory Development for Advanced Social Work Practice

The course is designed to examine, from a generalist perspective, current social work theories and development of theories which underpin social work practice across systems of different sizes - individuals, families, groups, communities and organizations.

The course will provide in-depth knowledge and evaluation of the utility of (a) competing social work theories; (b) models of change; (c) the process of interaction between professional social workers and the various client systems, thereby improving the competencies in theory building, research, evaluation and practice. The course will concentrate on significant areas of focus in order to bring out specific intervention methods that are appropriate for practice with people of the region.

Students in the different sequences and specializations in the graduate programme will be expected to apply their understanding of theory development across all the modalities of social work practice. Through carefully designed seminars which will be held monthly, students will be expected to conceptualize how these relate to contemporary social issues through critical thinking and analysis.

## SY65A: Social Policy and Administration I

This course provides a foundation in social policy and administration. Its aims are to examine ideas on and approaches to social policy, both Caribbean-wide and internationally, in the context of rapidly changing political, economic and social ideas about social conditions, social needs and social interventions; review Caribbean social policies in both the historical and contemporary setting; develop graduate student skills in policy analysis, policy planning and policy implementation.

## SW61A: Human Resource Management and Organization

This course will focus on the strategic management of human resource by human service administrators. In so doing, emphasis will be placed on (1) the role of administrators in statutory and non-governmental organizations in the Caribbean; (2) strategic managers, rather than on operational activities that belong to the area of personnel management; (3) analyzing and testing corporate strategic issues.

## SW61B: Methods of Strategic Management in Human Services

This course will focus on the theory and practice of strategic management in human services. It will examine existing and emerging theories and concepts and the interaction between administration, management, policy and strategy.

## SW64C: Programme Planning, Management and Evaluation

This course seeks to equip participants with a set of skills in programme management, including programme planning, budgeting, monitoring and evaluation.

## SW62C: Financial Management for the Human Services – not offered 2008/2009

This course seeks to provide an introduction to Financial Management for the Human Services. However, in order to appreciate Financial Management, students require some level of exposure to Accounting. In light of this, the earlier half of the course is devoted to the introduction of basic Financial Accounting and basic Management Accounting concepts respectively. The latter half will then focus on basic Financial Management issues within the Human Services.

## SW66C: Methods of Policy Practice (See under Community Organization and Policy Practice)

## SW65A: Advanced Clinical Social Work Practice

This course will give the advanced student intense and comprehensive exposure to the methods, practice skills and techniques of clinical intervention with individuals, groups and families within a generalist framework.

The student will be exposed to some broad-based techniques for preliminary assessment, as well as techniques of goal setting and treatment planning used with individuals, groups and families. Focus will be on psycho-social interventions with individuals, groups and families within the context of their environment, utilizing selected problems of social functioning with Caribbean societies.

Students will have the opportunity to examine issues of empowerment in working with disadvantaged and dispossessed client populations. This course will involve the use of an integrated journal.

At the end of the course students will present an Advanced Clinical Seminar on Innovations in Social Work Practice that they may have developed for working with specific client populations. This seminar, which will be for the benefit of academics, other students and field instructors, together with the integrated journals, will form part of the assessment process for this course.

*Coursework will involve a major paper which will be presented orally to field personnel and academics at the end of the semester, on the student's perspectives of the different phases of work of a single assigned case. (Advanced Clinical Seminar).

## SW65B: Evaluation of Clinical Social Work Practice

The central theme of this course is the assessment of client systems in terms of their operation and functioning. This will include exposure to practice evaluation techniques in all three social work settings. The course will foster the cultivation of habits of scholarly enquiry as they relate to social work practice with children and families in the Caribbean. Students will review outstanding research studies, examine the research literature in relation to direct intervention with children and families in all practice modalities and will carry out evaluations of their own practice.

## SW65C: Group Counselling / Therapy

This course is both theoretical and practical in nature. Theories, models and techniques will be examined from both generalist and clinical perspectives within the context of critical issues and problems requiring group counselling interventions. Students are expected to participate in self-exploration and leadership activities as part of their own development as group counsellors. In addition, the course will provide "hands on" exposure of organizing and implementing a group counselling project which will require students to participate in at least one, and possibly two week-ends, of workshop/counselling activities.

## SW68B: Family Therapy

This course will provide students with an opportunity to understand the theoretical concepts and techniques of family therapy as they apply to social work practice. In pursuing this course, the student will have an opportunity to integrate class and field ex-

periences with a special focus on family assessment and treatment. There will be an emphasis on professional awareness and self-evaluation. Students will develop perceptual and conceptual skills that enable them to identify transactional patterns in families and to understand family functioning from a systems perspective. A range of strategies will be examined, involving the differential use of contemporary therapeutic modalities, particularly as they relate to their usefulness for the Caribbean.

### SW68C: Social Work Assessment and Treatment: Children and Adolescents

This course is designed to equip the advanced clinical student with the necessary skills to administer a range of assessment instruments and tools for work with children and adolescents. Students will be exposed to assessment techniques and procedures that will assist in formulating differential treatment plans for children and adolescents in crisis situations (brief treatment) as well as in situations needing longer-term treatment.

Students will do an applied clinical exposure over an eight-week period where they will be exposed to the use of assessment protocols available in contemporary clinical settings. This will include computer applications of assessment procedures such as The "Eco-Scan", a system of assessing individuals and families within their environment and Computer-Assisted Social Services (CASS), an intake system for assessing the basic social status of clients in any social service agency.

*Coursework will consist of a major paper involving the development of a detailed assessment protocol and treatment plan for an assigned case.

### SW66A: Advanced Community Practice

The objectives of this course are to build on the foundation of earlier undergraduate studies by deepening the students' understanding of contemporary theoretical and practice trends in the areas of group and community work/organization; facilitating students' application of this knowledge to the study and analysis of a range of practice situations; enabling students to achieve a greater sophistication and mastery of skills in Course Description:

### SW60A: Professional Development and Ethical Issues in Human Services

This course is intended to deepen students' awareness of the importance of ethics in their day to day work as human service professionals; to develop their skills in ethical decision-making and to assist them in internalizing norms of professional conduct appropriate to their profession and field of service. The course will also be a vehicle for increasing students' professional commitment to the creation of effective and just policies for the people of the Caribbean.

### SW64A: Theory Development for Advanced Social Work Practice

The course is designed to examine, from a generalist

perspective, current social work theories and development of theories which underpin social work practice across systems of different sizes - individuals, families, groups, communities and organizations.

The course will provide in-depth knowledge and evaluation of the utility of (a) competing social work theories; (b) models of change; (c) the process of interaction between professional social workers and the various client systems, thereby improving the competencies in theory building, research, evaluation and practice. The course will concentrate on significant areas of focus in order to bring out specific intervention methods that are appropriate for practice with people of the region.

Students in the different sequences and specializations in the graduate programme will be expected to apply their understanding of theory development across all the modalities of social work practice. Through carefully designed seminars which will be held monthly, students will be expected to conceptualize how these relate to contemporary social issues through critical thinking and analysis.

### SY65A: Social Policy and Administration I

This course provides a foundation in social policy and administration. Its aims are to examine ideas on and approaches to social policy, both Caribbean-wide and internationally, in the context of rapidly changing political, economic and social ideas about social conditions, social needs and social interventions; review Caribbean social policies in both the

historical and contemporary setting; develop graduate student skills in policy analysis, policy planning and policy implementation.

### SW61A: Human Resource Management and Organization

This course will focus on the strategic management of human resource by human service administrators. In so doing, emphasis will be placed on (1) the role of administrators in statutory and non-governmental organizations in the Caribbean; (2) strategic managers, rather than on operational activities that belong to the area of personnel management; (3) analyzing and testing corporate strategic issues.

### SW61B: Methods of Strategic Management in Human Services

This course will focus on the theory and practice of strategic management in human services. It will examine existing and emerging theories and concepts and the interaction between administration, management, policy and strategy.

### SW64C: Programme Planning, Management and Evaluation

This course seeks to equip participants with a set of skills in programme management, including programme planning, budgeting, monitoring and evaluation.

## SW62C: Financial Management for the Human Services – not offered 2008/2009

This course seeks to provide an introduction to Financial Management for the Human Services. However, in order to appreciate Financial Management, students require some level of exposure to Accounting. In light of this, the earlier half of the course is devoted to the introduction of basic Financial Accounting and basic Management Accounting concepts respectively. The latter half will then focus on basic Financial Management issues within the Human Services.

## SW66C: Methods of Policy Practice (See under Community Organization and Policy Practice)

## SW65A: Advanced Clinical Social Work Practice

This course will give the advanced student intense and comprehensive exposure to the methods, practice skills and techniques of clinical intervention with individuals, groups and families within a generalist framework.

The student will be exposed to some broad-based techniques for preliminary assessment, as well as techniques of goal setting and treatment planning used with individuals, groups and families. Focus will be on psycho-social interventions with individuals, groups and families within the context of their environment, utilizing selected problems of social functioning with Caribbean societies.

Students will have the opportunity to examine issues of empowerment in working with disadvantaged and dispossessed client populations. This course will involve the use of an integrated journal.

At the end of the course students will present an Advanced Clinical Seminar on Innovations in Social Work Practice that they may have developed for working with specific client populations. This seminar, which will be for the benefit of academics, other students and field instructors, together with the integrated journals, will form part of the assessment process for this course.

*Coursework will involve a major paper which will be presented orally to field personnel and academics at the end of the semester, on the student's perspectives of the different phases of work of a single assigned case. (Advanced Clinical Seminar).

## SW65B: Evaluation of Clinical Social Work Practice

The central theme of this course is the assessment of client systems in terms of their operation and functioning. This will include exposure to practice evaluation techniques in all three social work settings. The course will foster the cultivation of habits of scholarly enquiry as they relate to social work practice with children and families in the Caribbean. Students will review outstanding research studies, examine the

research literature in relation to direct intervention with children and families in all practice modalities and will carry out evaluations of their own practice.

## SW65C: Group Counselling / Therapy

This course is both theoretical and practical in nature. Theories, models and techniques will be examined from both generalist and clinical perspectives within the context of critical issues and problems requiring group counselling interventions. Students are expected to participate in self-exploration and leadership activities as part of their own development as group counsellors. In addition, the course will provide "hands on" exposure of organizing and implementing a group counselling project which will require students to participate in at least one, and possibly two week-ends, of workshop/counselling activities.

## SW68B: Family Therapy

This course will provide students with an opportunity to understand the theoretical concepts and techniques of family therapy as they apply to social work practice. In pursuing this course, the student will have an opportunity to integrate class and field experiences with a special focus on family assessment and treatment. There will be an emphasis on professional awareness and self-evaluation. Students will develop perceptual and conceptual skills that enable them to identify transactional patterns in families and to understand family functioning from a systems perspective. A range of strategies will be examined,

involving the differential use of contemporary therapeutic modalities, particularly as they relate to their usefulness for the Caribbean.

## SW68C: Social Work Assessment and Treatment: Children and Adolescents

This course is designed to equip the advanced clinical student with the necessary skills to administer a range of assessment instruments and tools for work with children and adolescents. Students will be exposed to assessment techniques and procedures that will assist in formulating differential treatment plans for children and adolescents in crisis situations (brief treatment) as well as in situations needing longer-term treatment.

Students will do an applied clinical exposure over an eight-week period where they will be exposed to the use of assessment protocols available in contemporary clinical settings. This will include computer applications of assessment procedures such as The "Eco-Scan", a system of assessing individuals and families within their environment and Computer-Assisted Social Services (CASS), an intake system for assessing the basic social status of clients in any social service agency.

*Coursework will consist of a major paper involving the development of a detailed assessment protocol and treatment plan for an assigned case.

## SW66A: Advanced Community Practice

The objectives of this course are to build on the foundation of earlier undergraduate studies by deepening the students' understanding of contemporary theoretical and practice trends in the areas of group and community work/organization; facilitating students' application of this knowledge to the study and analysis of a range of practice situations; enabling students to achieve a greater sophistication and mastery of skills in both group and community work. Content will include advanced practice principles in working with community groups; conceptualization of community; community work practice models; issues in community work practice.

## SW66C: Methods of Policy Practice

The course is designed to strengthen the student's commitment to and competence in pursuing social change through intervening in the policy process. It will introduce the student to the field of policy practice. It will develop their understanding of the policy environment in the Caribbean, as well as strengthen their skills in issue identification, proposal development and work with stakeholder groups.

## SW66B: Community Economic Development for Social Change – not offered 2007/2008

This course seeks to examine the emergence of the concept of community economic development (CED) as an intervention strategy for addressing the social and economic needs of marginalized groups and enhancing their status and influence in society. It seeks to support the development of the students' competence in pursuing this goal.

## SW63A: Minor Practicum (160 hrs.)
## SW63B: Major Practicum (320 hrs.)

## SW62A: Advanced Qualitative Research Methods

This is an advanced course in qualitative methods of research as they are used in the international social science community. Students will develop an understanding of the issues and debates that surround qualitative research; as well as skills in a number of techniques.

## SW62D: Social Work Research Report

Students will be required to produce a well-organized, systematic and clearly presented report which seeks to analyze a theoretical or an empirical problem by critical application of the necessary conceptual frameworks and methodological tools. The Report must be anchored in Social Work and reflect integrated learning by the student.

***Contact Information:***
Social Work Unit Office
Ext 3009
970-3861 or 970-4336
Fax 702-4571
Programme Coordinator:  Mrs. Lita Allen
lita.allen@uwimona.edu.jm

FACULTY OF SOCIAL SCIENCES

## *Doctoral Programme in Organisational Behaviour*

The PhD in Organisational Behaviour was developed in response to the need for advanced training and indigenous research in human resource development and organisation in the Jamaican and Caribbean business landscape. The gap between our needs and the resources to meet these requirements was most apparent in the wake of the drive to re-train persons after the wave of organisational restructuring in both the public and private sectors in the 1990s and early 2000s, the rethinking of Jamaica's industrial relations norms and with the imperative of contending with regional and international trade and political blocs. It became necessary, therefore, to expand the faculty for academic programmes in Human Resource Development at the UWI and increasing the effectiveness of the organisational behavioural practitioners in the region.

Developing the course locally was expected to prove significantly more cost-effective for the participants and meet the UWI's needs for new staff and Caribbean research more expeditiously than would a plan of encouraging our alumni and staff members to pursue such studies abroad. Indeed, there was a strong demand from our HRD graduates that the Unit expand training to this more advanced level.

### *Programme Objectives*

The programme is designed to develop scientists and practitioners who are prepared adequately for an academic or a professional career in organisational analysis and intervention, whether in consultancy or within industry or the public sector. This doctoral programme will seek. therefore, to provide the theoretical foundation and the technical skills needed to understand the complex issues which arise from social interaction within organisations.

### *Entry Requirements*

It is expected that students who are admitted to the doctoral programme will already have a Masters degree with a substantial background in management or the behavioural sciences. Although the Masters degree is not required, it is highly recommended, as the programme is designed for persons with demonstrated academic abilities. Successful applicants are likely to be those with at least a B+ average during their graduate programme. Admission decisions are based on evaluation of the complete record for the applicant, which includes academic performance, work experience, evaluations and recommendations and evidence of motivation and skills relevant for a successful professional career. These include writing and communication skills. Personal interviews will be conducted with all applicants.

### *Areas of Research*

Open to all areas of organisational behaviour and human resource development.

### *Seminars*

The Doctoral Programme in Organisational Behaviour requires at least three seminar courses. The programme lists 12 elective courses of which students are required to do eight credits (three or four

courses).  These courses are listed below.

[HR7302] HR73B:    Strategic Leadership and Change Management  (2 Credits) or

SB631:    Transformational Leadership  (3 Credits)

[HR7303] HR73C:    Advanced Seminar in Organisational Design and Change (2 Credits)

[HR7304] HR73D:    Organisational Decision-Making (2 Credits)

[HR7305] HR73E:    Organisational Theory (2 Credits)

[HR7501] HR75A:    Advanced Training (3 Credits)

[HR7601] HR76A:    Organisational Consulting (2 Credits)

[HR7602] HR76B:    Career Counselling (2 Credits)

[HR7701] HR77A:    Selected Topics in Human Resource Development (2 Credits)

[HR7702] HR77B:    Ergonomics, Health and Safety (2 Credits)

PS68A:    Applied Health Psychology (3 Credits)

SB620:    Business Policy and Strategy (3 Credits)

SB62M:    International Human Resource Management  (3 Credits)

Duration of programme: The PhD Organisational Behaviour is offered on a part-time basis only.  Students are expected to complete all requirements for the programme, including the two Practica and the Dissertation, in six years. It should be noted, however, that the number of credit exemptions received for work done prior to joining the programme will have a significant impact upon the time taken to complete the programme.

***Programme Structure: (Subject to change)***

The structure of the PhD programme is organised into two levels. The first level is designed to allow students with different academic backgrounds to acquire a common set of competencies, so as to be able to pursue the more advanced graduate courses. Level 1 is therefore a combination of existing graduate-level courses drawn from the Masters in HRD, and the Masters in Applied Psychology.  Equivalent courses from the MBA (Human Resource Management Option) are acceptable.  Collectively these are equivalent to 24 credits, although it is not expected

that most candidates will require all of these courses. It is only in the situation where candidates are allowed direct entry and are admitted without a prior MSc degree in a related field that all of these courses will be required. In addition, it will be necessary for direct-entry candidates to meet the departmental requirement for Level II undergraduate statistics and qualitative research methods, in the event that they do not already have this qualification, or the equivalent.

Where these direct-entry candidates do not proceed beyond Level 1 of the programme, they may apply to transfer to the MSc in Human Resource Development programme. They will be eligible for the award of this MSc on satisfactory completion of specified courses in (i) research methods and statistics and (ii) Industrial Relations. They will be required to complete the Minor Practicum but not the Research Paper.

The second level of the programme will include 15 courses. The core courses are all 3-credit offerings except for the Dissemination Skills and Ethics courses that are both one credit each. The courses in research methodology and quantitative analysis are also 3-credit offerings. Additionally, students will be required to take four seminars, each of which is two credits. The structure of the programme is summarised below:

►     7 courses in organisational studies
►     4 courses in research methodology and statistics

►     4 seminars in the specialisation

In addition to the formal course work, doctoral candidates will pursue experiential learning and independent research. The experiential learning comprises two practica, which together require 620 hours of placement and related activities and are equivalent to 11 credits. These practica have been designed to develop professional competence and given the nature of the discipline will develop skills and orientations in an applied way. The competencies developed in the practicum setting will include such areas as problem-solving, counselling, training and coaching. These placements will be accompanied by structured skill-development workshops with trained practicum supervisors under the supervision of an overall academic coordinator.

The research requirements for this degree are a 6-credit research paper and a dissertation which is equivalent to 24 credits. The research paper is expected to be 12-15,000 words, while the dissertation is in the region of 60,000 words. Students will be required to take a written comprehensive examination on completion of the doctoral courses. This examination will be based on the material covered in the core courses and the seminars, and the candidate is expected to demonstrate an integrated understanding of these areas.

Students who for any reason do not proceed beyond the coursework stage may apply for the award of the Master of Science in Organisational Studies. To receive this MSc. degree, students will not be required

to take the comprehensive examination or to undertake the major practicum, but they will need to successfully complete all of the 15 doctoral courses and seminars.

***Courses(Core): (Subject to Change)***

## Structure of the PhD Programme in Organisational Behaviour

***Level 1 Courses***

1A.   HR63A: Introduction to Organisational Design and Development and

1B.   HR63B: Organisational Development and Change

            or

SB61E Organisational Development and Change


2.   HR65A: Training Design, Delivery and Evaluation

3.   HR61C: Theory and Practice of Small Group  Behaviour  or
      SY67B: Social Psychology: Group Dynamics and  Inter-group Relationships

4.   SY67A: Social Psychology: Self and Interaction

5.   PS64F: Psychological Measurement, Testing and Assessment

6.   PS66G: Psychology of Work and Motivation

7.   PS66F: Organisational Learning

8.   HR66B: Compensation and Employee Assistance

9.    HR66C: Staffing Organisations

10.   HR66D: Performance Management

11.   HR69A: Technical Writing

      HR70A: Minor Practicum (140 hours)

      HR70C: Research paper


***Level 2 Courses***

***Core***


1.   HR71A: Contemporary Issues in Organisational and Social Psychology

2.   HR73A: Complex Organisations

3.   SB63M: Counselling for HR Practitioners

4.   HR72A: Legal, Ethical and Professional Behaviour

5.   HR71B: Psychological Assessment in Organisations

6.   HR79A: Dissemination Skills

7.   SS79B: Research Writing


## Research Methodology and Quantitative Analysis


8.   HR74A: Qualitative Research Methods in Organisational Studies
            and

9.   SY62A: Advanced Research Methods I
            or

10.   PS68R: Applied Research Methods in Psychology and Organisational Behaviour
            and

11.   SY62B:  Advanced Social Research Methods II
            or

FACULTY OF SOCIAL SCIENCES

12.    SY64B: Multivariate Analysis

        and

13.    HR78A: Computer Applications for Human
        Resource Management

        or

14.    HR74B: Organisational Theory Based
        Empirical Research

***Course Descriptions***

***Level I Courses***

### [HR 61C] HRNM6005 – Theory & Practice of Small Group Behaviour (1 Credit)

This course is designed to develop the awareness of students regarding the potential of well-managed groups to improve performance at work. It will also increase their ability to identify barriers of effective groups, and solutions. The course will provide opportunities for theoretical and experiential exploration of issues that affect teamwork, including personality, group dynamics, communication, leadership and conflict management.

### [HR63A] HRNM6007 – Introduction to Organisational Design and Development (1 Credit)

Objectives: This course emphasizes the importance of effective organisational diagnosis, design and transformation for the achievement of organisational goals. The aim is to expose students to the assumptions underlying traditional and contemporary organisational designs and the implications of these designs for human performance.

### [HR63B] HRNM6008 – Organisational Design and Intervention (1 Credit)

Objectives: This course introduces students to the techniques used in diagnosing organisations, and to important issues that should be considered in the selection of appropriate techniques. Students will also examine the issues related to individual, group and organisational change and some of the factors that would hinder effective change. Throughout students will relate the literature to Caribbean data and theory as well as to their own experiences.

### [HR65C] HRNM6503 – Training Design, Delivery and Evaluation (3 Credits-Summer, May-July 2010)

Objectives: This course examines Job Analysis and Evaluation Techniques and seeks to introduce students to the basic elements of the training process and the contribution of these elements to the achievement of training goals and objectives. The role played in the training process by the main constituents inside and outside of the organisation will be examined to determine relevance, centrality and influence. The course will analyse the principles of adult learning and identify strategies and tools used for effective training. Students will also be introduced to methods of assessing training needs and evaluating the training function.

### [HR66B] HRNM6014 – Compensation & Employee Assistance (2 Credits)

**Objectives:** This course provides students with the fundamentals of compensation management, and introduces some of the emerging issues for example students will evaluate the business ethics of employee assistance and EAPs as a risk management tool; the ESOP as an employee benefit and its impact on firm value.

## [HR66C]   HRNM6002   –   Staffing Organisations(1 Credit)

**Objectives:** This course seeks to provide participants with exposure to theory and current practice in the staffing area in order to create a strategic approach to organisational staffing and develop the skills required to properly manage the function.  Participants will be exposed to traditional and modern approaches to staffing with emphasis on the utilization of technology. They will be encouraged to analyse varying approaches with a view to developing the capacity to devise a system most suitable for achieving their organisation's objectives.

## [HR66D]   HRNM6021   –   Performance Management (1 Credit)

**Objectives:** This course examines the fundamentals of Performance Management Systems. Students are introduced to the traditional personnel functions of hiring, assessment, appraisal, promotion and termination in the context of the human resource development approach.  Issues of particular relevance in the Caribbean are highlighted.

## [HR66E] HRNM6605 – Job Analysis (1 Credit - Term III)

Objectives: This course provides participants with a broad understanding of the importance of job analysis in the overall human resource management and development process, particularly recruitment and selection, training and development, deployment of and compensation and reward of position and of incumbents. It articulates and demonstrates the link between job analysis at the organisational or enterprises level and the wider industry, national and international labour market(s).  As such, national and international job classification systems will be examined. It also presents participants with an understanding of the basic principles, techniques and approaches in designing, implementing and managing job analyses; and guides in the conduct of actual job analysis exercises, as feasible.

## [PS64F]   PSYC6004   –   Psychological Measurement, Testing and Assessment (3 Credits)

Objectives: This course has two principal objectives. First, it introduces students to the theoretical basis of psychometrics through a review of classical and modern literature. It covers the foundations of measurement, the relationship of measurement to statistical analysis, and the concepts of reliability and validity.  Second, it introduces students to the practical aspects of the construction and assessment of psychological measures. Following completion of this course, students will have an advanced knowl-

edge of the theory underlying psychometrics and the basic skills needed to develop and assess simple summated rating scales.

## [PS66F] PSYC6010 – Organisational Learning (3 Credits)

Learning in organisations has moved from a focus on the individual and on to the organisation itself. Indeed, the concept of the "learning organisation" may be critical for Caribbean development and the survival of our enterprises. Within this context, aspects of organisational learning are explored within a Caribbean development. This course explores the concept of the learning organisation and how such organisations maximize their levels of productivity through the utilization of effective organisational learning principles. Students will learn the fundamentals of organisational learning and why learning is becoming increasingly crucial to organisations. They will develop the skills required by learning and development consultants in high performance organisations.

## [PS66G] PSYC6008 – Psychology of Work and Motivation (3 Credits)

A key area of organisational psychology is work motivation. Indeed, it may be said that employee motivation is vitally important to Caribbean development a whole. This course is designed to explore motivation and satisfaction at the employee level in the industrial/organisational context in the Caribbean. Employee motivation is related to critical issues

such as employee satisfaction, turnover rates, performance and productivity. In this course students will learn the theories and principles of motivation and why motivation is crucial to organisational performance and employee satisfaction. Students will also develop the skills required to enhance motivation levels of employees at all levels.

## SB61E – Organisational Development and Change (3 Credits)

This course will provide students with the knowledge and skill to become sensitive and responsive to the challenge of organisational change. Despite its importance in any era, the course is of particular value to present and prospective managers, given the turbulence of rapid change being experienced by organisations in the Caribbean at present. The course provides participants with practical tools and techniques in business diagnosis, business problem solving and change management.

## SY67A – Social Psychology: Self and Interaction (3 Credits)

This course establishes the nature of the 'social psychological enterprise' at the conceptual methodological, institutional and practical levels. After a brief historical overview, the course develops on the current state of the discipline of social psychology; examining general issues and problems in theory and in method and reviewing, mainly from a psychological social psychology perspective, the topics of self, attitude, persuasion, perception, interpersonal

communication and interaction.

## SY67B – Social Psychology: Group Dynamics and Intergroup Relationships (3 Credits)

This course examines both intra-group relations and inter-group relationships. Attention is given to the impact of the group situation on judgment, decision-making and task performance, and there is also an in-depth review of the fundamentals of inter-group relationships and of the procedures for mediation and conflict resolution.

## SY67C – Method and Measurement in Social Psychology (3 Credits)

This course covers the basics of method and measurement in Social Psychology. It reviews research deign formats in Social Psychology and examines procedures for data collection and analysis. Most of the course-time however, is spent on the construction and application of various test and measurement protocols. Although several general issues, principles and problems are identified and discussed, this course is more practical than theoretical and is more directed to an applied social psychology.

## HR79B/SS79B – Research Writing

This course is designed to ground students in the techniques of producing academic research proposals and papers and technical reports for business and in the oral dissemination of the findings of their research studies and consultancies. The objectives of the course are four-fold. Primarily, the course has been developed for students who must report in a succinct and clear manner the development, exploration and testing of academic ideas that are either original or derived from the work of others.

Further, the course will teach students the intricacies of developing technical reports for corporate consultancies.

A third, but equally important objective is to advance students' skills in disseminating the information so developed. For this, students will be required to apply current knowledge and norms of persuasion, argument, critical analysis and group dynamics to both written and oral information-dissemination exercises and presentations. Finally, the course will set the stage for the production of technical reports, the individual Research Paper and ultimately the Thesis to be produced as the main requirement for the granting of the doctoral degree.

### LEVEL II COURSES

## [HR71A] HRNM7101 – Contemporary Issues in Organisational and Social Psychology (3 Credits)

In addressing the social psychology of organisations this course looks at contemporary issues both in social psychology and in the social psychological processes in organisations. It also provides multidisciplinary coverage of the organisational contexts in

which social psychologists may work in a variety of professional domains.  Familiarity with social psychological methods is assumed but their application within organisational processes and contexts will be examined in detail within the course.

The course aims to give a social psychological perspective on the elements of continuity and change in contemporary organisational life allowing students to develop a critical and reflective understanding of these key processes. The course will be informed throughout by a dual mandate: a rigorous approach to theory yet one firmly placed within the context of emerging organisational issues and relevant, current topics of debate.

## [HR71B]  HRNM7102 –  Psychological Assessment in Organisations (3 Credits)

This is a course in theory and practice.  The course covers the necessary skills that students will need to select, administer, interpret and report on the psychological assessment of individuals within organisations.

Students will learn how to administer tests of interest such as the Strong-Campbell Vocational Interest Inventory, Tests of Aptitude such as the Differential Aptitude Test, Tests of Personality such as the 16-PF; Behavioural Sampling Techniques such as In-Basket Exercises and integrate the findings of these into a comprehensive report.  As part of this course students will be expected to conduct four assessments.

## HR72A]  HRNM7201 – Legal, Ethical and Professional Behaviour (1 Credit)

This course will entail a review of the guidelines for the use and application for psychological tests internationally. Material will be derived from the Codes of Ethics for programme evaluators – American Evaluation Association, American Educational Research Association and the Canadian Psychological Association among other sources.   Group discussion of ethical dilemmas will be a feature of the course.  Additionally, students will have a module on the implications for human resource practitioners of the law of tort, contracts, employment, intellectual property, partnerships and companies.

## [HR73A]  HRNM7301  –  Complex Organisations (3 Credits)

This is a course in the theory of organisations. It surveys the current state of the art of organisational analysis from a variety of disciplinary perspectives. Particular emphasis is placed on identifying new and emerging organisational networks in an increasingly globalised world.

After completing the course the student should be able to understand and explain

1. dimensions describing the organisational structure, including the degrees of formalisation, specialisation, standardisation, complexity, and centralisation; the shape of the hierarchy of authority and the degree of professionalism among other parameters;

2. dimensions describing the organisational context, including the size of the organisation, the question of global scale, the technology, environment, goals and strategies and its internal culture;

3. how these contextual and structural dimensions are interrelated, and

4. the mechanisms underlying major organisational processes including innovation and change, information processing and control, decision- making, the dynamics of internal politics and intergroup conflict and relationships among organisations and populations of organisations.

## HR73B [HRNM7302] – Strategic Leadership and Change Management (2 Credits)

This seminar will cover theories of leadership as well as group dynamics within a multi-cultural context. It also incorporates a strong practical and experiential component based on the recognition that leadership qualities and skills are linked to self-awareness, the ability to manage oneself in different situations, and a high level of interpersonal skills. In this context, participants will have the opportunity to assess and explore their leadership experiences and styles of communication, with the aim to define areas of strength as well as areas that need further development.

The course provides students with the ability to reflect upon and improve their capacity to act effectively as an innovator and change agent. It introduces

students to the nature of power and politics in organisations, how this dimension of organisational life impacts upon individual careers and organisational success, commonly recommended approaches and techniques for managing politics, and the personal and ethical issues involved in either participating in or abstaining from politics. The subject reviews current management research on organisational politics and change management, and provides checklists, case studies, guidelines and exercises for improving the students' practical knowledge and experience.

People do not always resist change but rather tend to resist being changed. This theme is central to the focus of this course. The subject of change management is concerned with implementation of decisions through people. The management of people's response and reactions to the change process is a key leadership skill to ensure that management decisions can be realised. The course will compare literature on prescriptive approaches to change with descriptive perspectives by focusing on experiences and case studies.

## [HR73C] HRNM7303 – Advanced Seminar in Organisational Design and Change (2 Credits)

Topics in this seminar include: nature of the organisation, history of organisational design, contemporary designs for vertical integration, diversification, low-cost, differentiation and mixed strategies; organisational environment, sociotechnical systems and organisational design problems. Additionally, organ-

isations will be analysed from a macro perspective.

## [HR73D] HRNM7304 – Organisational Decision-Making (2 Credits)

This seminar considers topics from organisational science and strategic management that are related to organisational decision making. Topics include organisational power and politics, managerial cognition, strategy formulation, organisational learning, and organisational information processing. The course is concerned with how decisions and strategies are developed in organisations, rather than how they should be. The intent is to develop a better understanding of organisational decision making, particularly at the top management level and particularly when the task is strategy formulation. A related intent is to review and develop theories about organisational decision processes, and thereby help us predict the outcomes of these processes. The content of the course is based on the readings and in-class analysis of journal articles and book chapters.

## [HR73E] HRNM7305 – Organisational Theory (2 Credits)

This foundation seminar aims to enhance participants' understanding of the impact of organisational structures and managerial strategies and practices on people's behaviour. Students will study the overall relationship of management and organisation structure and their impact on the performance of individuals and groups within the organisation.

Learning outcomes
- Identification and analysis of effective organisational practices
- Research and evaluation of common patterns of behaviour within organisations
- Identification and recommendation of methods of assessing organisations and monitoring their progress

## [HR74A] HRNM7401 – Qualitative Research Methods in Organisational Studies (3 Credits)

Organisational research takes a broad multi-disciplinary qualitative approach to the study of organisations and organising. This course provides students with a detailed understanding of the issues underlying the conduct of rigorous, theoretically correct and practically relevant qualitative organisational research. Students who have completed this unit will, at an advanced level, be able to design research proposals; collect qualitative data using a variety of research techniques; analyse qualitative data; and design probability and non-probability samples for conducting qualitative research.

## [HR74B] HRNM7402 – Organisational Theory-Based Empirical Research Process (3 Credits)

This doctoral seminar has two major objectives. The first objective of this seminar is to initiate doctoral students in the OB programme in the art and science of conducting theory-based empirical research

in organisations drawing from theories and methods used in the organisational theory and other domains. The second objective of the seminar is to expose doctoral students to some major theoretical streams in the organisational and psychological theory domains related to their own research interests so they can get some starting points for digging deeper to find appropriate theoretical bases that they can use in their own research investigations.

## [HR75A] HRNM7501 – Advanced Training (3 Credits)

This course will focus for the most part upon the actual performance of the training exercise rather than taking the mainly theoretical approach used in the HR65A: Training Design, Delivery and Evaluation course taught in the programme at Level I. The course will involve site visits and the development of a training programme.

## [HR76A] HRNM7701 – Organisational Consulting (2 Credits)

This seminar involves the study, analysis and presentation of recommendations for solving significant problems confronting organisations. Specifically, it will provide an opportunity to explore action inquiry, the different perspectives on organisation, review current consulting practice and the alternative approaches to the consulting process. Students will also examine their relationship to the broader social context in which they work.

## [HR76B] HRNM7602 – Career Counselling (2 Credits)

This seminar will focus on conceptualising the role of assessment in career counselling. The process of client self-exploration will be discussed and major standardized and self-assessment instruments will be reviewed. Career assessment models will be discussed including the following assessment components: Intellectual/Cognitive Resources, Skill Identification, Motivational Factors (values, needs and interests), Style Assessment, Personality Assessment and Internal Barriers/ Developmental Needs. We will review the goals of assessment in career counselling and discuss issues including job/person fit, career compatibility, career identity, and the interview as a basic assessment tool. This course will strengthen the students' understanding of, and experience in, the interpretation and use of assessment results in career counselling. Students will take various career assessments themselves, analyse the results, and develop a self/career identity profile.

## [HR77A] HRNM7701 – Selected Topics in Human Resource Development (2 Credits)

This seminar will focus, as necessary to meet student demand, on topics such as compensation, job evaluation, staffing organisations, employee assistance, quality assurance, quality management and performance management. The seminar will build on the material covered in Level I of the programme that is not addressed by any other specific course or seminar in Level II.

## [HR77B] HRNM7702 – Ergonomics, Health and Safety (2 Credits)

Organisations are legally required to provide their employees and contractors with safe premises, safe plant and equipment and safe systems of work. This seminar provides practical skills and advice in job safety management and examines issues affecting employee wellness. In this seminar participants will explore the physical, physiological, environmental and cognitive, design factors that affect productivity in the workplace, injury prevention in the workplace and community ergonomics, the development of protective clothing and practices in the workplace, the physical demands of work, HIV/AIDS and other chronic disease policies in the workplace, employee performance in extreme conditions of heat/cold/noise, the use of computers, cellular phones and audiovisual equipment at work and the evaluation of the effects of using these and other common workplace equipment on worker health (i.e. musculoskeletal discomfort/disease/stress).

Students will also learn the principles of Duty of Care, how to identify and document hazards and develop a hierarchy of Hazard Controls, risk Assessment methods, how to prepare a job safety analysis, how to conduct an accident investigation, how to conduct and document spot checks and audits, how to influence others through effective communication, how to conduct an effective toolbox meeting, the basis of human error and strategies to minimise, the impact of latent conditions on workplace safety and the nonconformance report as a tool for improvement

## [HR78A] HRNM7801 – Computer Applications for Human Resource Management (3 Credits)

Firms that effectively exploit IT out-perform others. IT can play a major role in opening new distribution channels, streamlining supply chains and providing efficient electronic markets. But many firms do not understand IT and do not manage it well. This course covers managerial applications and also helps students develop their understanding of the underlying technologies and the frameworks needed to successfully manage these. The course also aims at an understanding of the relationships between information technology and information systems, business strategy and organisational improvement. It will examine information technology as an enabler and facilitator of business strategy and as a control tool to track performance and improve managerial decision-making. Additionally, the course provides exposure and hands-on experience with software and hardware related to computer applications in human resource management. Students are required to complete a research project related to human resource management applications.

## [HR79A] HRNM7901 - Dissemination Skills (1 Credit)

This course would involve techniques essential to facilitate the utilisation and understanding of findings of research and consultation. It would involve training specifically in writing executive summaries,

technical manuals and press releases. Additionally students would be taught how to engage the media. This would involve handling television, radio and telephone interviews, a radio interview and a telephone interview. Students would specifically be taught the wedge format in structuring messages to the media. Students would also be instructed in the proper use of the media to disseminate the findings of their work. They would be taught how to negotiate an interview. Oral presentations to stakeholders will also be explored.

## [PS68A] PSYC6022 – Applied Health Psychology

In this graduate seminar we will review the major theories that have been developed by Health Psychologists, and explore the many social settings and situations in which this knowledge may be applicable. We will make a deliberate departure from the biomedical model, which assumes that psychological and social processes are independent of the disease/health process. Rather, the biopsychosocial model will guide our work as we explore linkages between the mind, environment, and the body, and ways in which this interaction influences health and illness.

## [PS68R] PSYC6032 – Applied Research Methods in Psychology and Organisational Behaviour
## (3 Credits)

The course will introduce students who have a basic understanding of social science research methods to the underlying logic and methodology of applied research in Psychology and Organizational Behaviour. Students will be introduced to ethics in applied research, the importance of participation in planning and conducting research in applied settings, the concepts of internal and external validity, true and quasi-experiments, and new approaches to the inference of causality in longitudinal research and field settings. Throughout the course students will be introduced to the challenges involved in longitudinal research in complex social, community and organizational settings and the solutions to these problems.

## SB62M – International Human Resource Management (3 Credits)

This course is aimed at exploring how to leverage HR to make value added contributions to the survival and success of the business enterprise in the international marketplace. The course will make students aware of HR competencies which are critical building blocks for determining the future directions of organisations. The course will also expose students to topical issues which highlight the emerging connectivity between International Trade and Labour and Employment Relations.

## SB63M – Counselling for Human Resource

### Practitioners (3 Credits)
The course is intended to increase awareness of the nature and scope of counselling and of its place within the classification of helping professions and is

also intended to increase awareness of the relevance of counselling to management and the scope for its practice within organisational settings. The course will expose students to the theories, principles and issues associated with the practice of counselling in organisations.

## SB620 – Business Policy & Strategy (3 Credits)

This course is designed to improve the participant's ability to integrate functional area knowledge into a general management perspective and evaluate internal and external conditions and forces impacting business organisations.

## SB631 – Transformational Leadership (3 Credits)

This course is designed to influence the views and behaviours of participants in relation to leadership and transformation. It focuses on principle centred behaviour, the ability to inspire self and others, creative thinking and problem solving as the driving forces for influencing and managing change in the organisation.

## SY62A – Advanced Social Research Methods (3 Credits)

This is the first part of a two-course sequence in research methods for M.Sc. programs. This course will provide you with an overview of the main methods of data collection used by social scientists in their work,

with a focus on the epistemological foundations of the different methods, and their strengths and weaknesses. The second course in the sequence will review basic statistics and introduce various techniques in multivariate statistical analysis. After completion of this two-course sequence, you should be methodologically prepared to carry out the research for your MSc Research Report.

## SY62B – Advanced Social Research Methods II (3 Credits)

This course will develop students' research skills rather than explore formula derivation proofs.   It covers the material with a very practical approach emphasising the interpretation of results and the computer application of the techniques covered. The course will give an introduction to the simple linear model and explore the multivariate regression model, heteroskedasticity, multicollinearity, dummy dependent variables, using the regression equation and factor analysis along with other principal components.

## SY64B Multivariate Analysis (3 Credits)

This course pursues more advanced topics in Multivariate Analysis such as structural-equation modelling. A theoretical approach is used, but emphasis is on applications to management and administrative problems. Applying packaged computer programmes to implement statistical tools is outlined as well as interpreting and analysing computer output. Additionally, the course will cover the mathematical

methods for psychometric testing – Calculation of Reliability and Estimation of Validity including multi-trait/multi-method matrices that lead to item analysis and the item-response theory.

***Department Contact Information***

Department of Sociology, Psychology and Social Work

The University of the West Indies

Mona, Kingston 7

Unit Contact Information:

1B Aqueduct Flats

The University of the West Indies

Mona, Kingston 7

Telephone: (876) 512-3466

E-mail: phdob@uwimona.edu.jm

***Programme Coordinators***

      Professor Patricia Anderson

      Mr. Clement Branche

      Mr. Benthan Hussey

Assistant Programme Coordinator:

      Ms. Olivene Thomas

## THE SIR ARTHUR LEWIS INSTITUTE OF SOCIAL & ECONOMIC STUDIES

Director:      Professor Brian Meeks, BSc, MSc, PhD UWI

The Sir Arthur Lewis Institute of Social and Economic Studies (SALISES) was established in August 1999 as a result of a merger of the Institute of Social and Economic research (ISER), established in 1948, and the Consortium Graduate School of the Social Sciences (CGSSS), established in 1985. It has been named after Sir Arthur Lewis, Nobel Laureate in Economics and the first Vice Chancellor of the University of the West Indies.

SALISES has branches on three Campuses of the University of the west Indies: Cave Hill; St. Augustine; and Mona. Each Branch is headed by a Director. One is appointed as the University Director responsible for the overall functioning of the Institute. The Current University Director is Professor Patrick Watson, at St. Augustine.

The Institute hosts the Documentation and Data Centre, and the Derek Gordon Data Bank.

The Institute's mandate is to conduct training and research of a regional, multidisciplinary and policy-orientated nature to serve the needs of small developing countries in the Caribbean and beyond. It has been designated as one of the principal units at the core of the University's School of Graduate Studies and research.

The Sir Arthur Lewis Institute of Social and Economic Studies offers the following Graduate programmes:

***MSc degrees:***

•      MSc Governance and Public Policy;

- MSc Social Policy;
- MSc Economic Development Policy.

## *MPhil /PhD:*

**MSc**

The MSc degree is designed to:

- expose students to recent social, political and economic thought and practical developments especially in small developing countries;
- facilitate an understanding of the principles and practices of policy formulation, implementation and evaluation;
- equip students with the critical skills necessary to undertake research in policy analysis; and
- equip students to use quantitative and qualitative techniques in decision-making.

### *Entry Requirements:*
**MSc Degree**

Admission to these programmes normally requires:

- A bachelor's degree or equivalent in the  social sciences or related subjects with preferably an Upper Second Class Honours
- Relevant work experience.

### *Seminars:*
- At least one formal seminar presentation.

### *Duration of programme*

### *MSc degree programmes*
- One year full-time
- Two years part-time.

| COURSES | | | |
|---|---|---|---|
| Course Code | Course Name | No. of Credits | Course Weighting |
| SALI6010 | Development Theory & Policy | 3 | 40% Exam 60% Coursework |
| SALI6012 | Research Methods in the Social Sciences | 3 | 40% Exam 60% Coursework |
| SALI6011 | Policy Analysis and Management | 3 | 60% Exam 40% Coursework |
| SALI6020 | Microeconomic Policy Analysis | 3 | 40% Exam 60% Coursework |
| SALI6021 | Macroeconomic Policy Analysis | 3 | 60% Exam 40% Coursework |
| SALI6022 | Quantitative Methods for Economic Decision-Making | 3 | 60% Exam 40% Coursework |
| SALI6030 | Social Policy Management & Implementation | 3 | 50% Exam 50% Coursework |
| SALI6031 | Techniques of Applied Social Statistical Analysis | 3 | 50% Exam 50% Coursework |
| SALI6040 | Theories of Governance | 3 | 50% Exam 50% Coursework |
| SALI6041 | Contemporary Governance Issues | 3 | 50% Exam 50% Coursework |
| SALI6100 | Decentralisation & Local Governance | 3 | 50% Exam 50% Coursework |
| SALI6101 | Global Governance | 3 | 60% Exam 40% Coursework |
| SALI6102 | Social Investment & HRD | 3 | 50% Exam 50% Coursework |
| SALI6103 | Integration Policies & Practices | 3 | 60% Exam 40% Coursework |

FACULTY OF SOCIAL SCIENCES

| SALI6104 | Social Inequality, Inequity & Marginalisation | 3 | 50% Exam 50% Coursework |
|---|---|---|---|
| SALI6105 | Development Project Appraisal | 3 | 40% Exam 60% Coursework |
| SALI6106 | Deviance, Conflict & Social Management | 3 | 50% Exam 50% Coursework |
| SALI6107 | Industrial Organisation & Policy for Competitive Advantage | 3 | 40% Exam 60% Coursework |
| SALI6108 | Environment & Sustainable Development | 3 | 50% Exam 50% Coursework |
| SALI6109 | Social Investment in Children | 3 | 50% Exam 50% Coursework |
| SALI6110 | Development Cooperation and Aid Effectiveness | 3 | 50% Exam 50% Coursework |
| SALI6111 | Small States in the Global Political Economy | 3 | 50% Exam 50% Coursework |
| SALI6060 | Research Paper | 6 | 100% |

## SALI6010 / Development Theory and Policy

### Course Objectives

The main objectives of the course are as follows:

(i) To develop students' critical awareness of the main lines of thinking on the development process and to introduce them to the main issues and concepts employed in the discourse on development.

(ii) To introduce students to a range of important policy issues in the development process.

(iii) To enable students to locate specific development problems, policies and research topics in a broader theoretical context.

## SALI6011 / Policy Analysis & Management

This course is designed to expose students to the tools of policy analysis and management. It provides theoretical perspectives and practical cases to demonstrate the formulation, implementation and evaluation of policies.

Students will acquire state-of-the-art skills in policy research and advanced knowledge of the field. This will enable them to contribute to policy and project formulation, implementation and evaluation in the

public, private and NGO sectors.

## SALI6012 / Research Methods in the Social Sciences

The principal purpose of this course is to introduce students to the main issues in the philosophy of science and to foster a critical understanding of the main techniques of conducting social science research. The student will also be introduced to the basics of preparing a research paper.

In this course the student will become acquainted with social research methodologies such as survey and field research, questionnaire design, content analysis, analysis of existing data, focus groups, individual and group observation (including participatory observation) etc. The course will also introduce students to the safeguards against errors in both data collection and data analysis and reports. In addition, the course will draw the attention of students to an important but often neglected aspect of social research,

i.e., ethical issues in social research, covering such topics as voluntary participation, anonymity and confidentiality and the need to adhere to a professional code of ethics. How each method is, or may be related to contemporary policy issues, will be an integral part of the course.

Practical experience from studies done in small countries will be used to expose the students to issues in social research.

*Department Contact Information*:

*MONA*

Telephone: (876) 927-1020 / 927-1234
Fax: (876) 927-2409
Email: iser@uwimona.edu.jm
Website: http://salises.mona.uwi.edu

*CAVE HILL*

Telephone: (246) 417-4476/8
Fax: (246) 424-7291

*ST. AUGUSTINE*

Telephone: (868) 662-2002 Extn. 2038
Fax: (868) 645-6329

## MPhil / PhD

*Programme Specializations/Options*
Social Policy; Governance and Public Policy; Economic Development Policy; and Integration Studies

*Programme Objectives*: The PhD degree programme is research-oriented. Candidates are required to:

1. show a scholarly knowledge of the theoretical background of the subject;

2. write clearly in a logical and ordered fashion;

3. display a competent use of appropriate research methods and techniques;

4. demonstrate an ability to critically analyse and independently evaluate the relevant literature and related material; and

5. make significant advance in the knowledge of the subject.

### *Entry Requirements*

Admission to the MPhil degree programme normally requires a bachelor's degree or equivalent in the social sciences with at least an Upper Second Class Honours and relevant work experience.

### *Seminars*

Candidates are required to make one presentation each semester.

### *Duration of programme*

A candidate for the MPhil degree on a full-time basis will be required to submit a thesis on an approved subject for examination not less than two calendar years and not more that five calendar years from the date of registration.

Part-time candidates for the MPhil degree will be required to submit their thesis for examination not less than three calendar years and not more than seven calendar years after registration.

Candidates seeking to be upgraded from the MPhil to the PhD programme may apply after one year, subject to the procedures currently prescribed by the Board for Graduate Studies and Research. The time spent doing the MPhil degree programme will be deducted form the time required for the PhD degree.

### *Programme Structure:*

Three courses and a thesis.

| COURSES | | | |
|---|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** | **Course Weighting** |
| SALI6051 | Research Design and Management | 3 | 100% Coursework |
| SALI6052 | Specialized Research Methods | 3 | 100% Coursework |
| SALI6050 | Directed Readings on the Thesis Topic | 3 | 30% Oral Presentation 70% Coursework |

*Electives*

N.B. Students may be required to be in attendance at required courses or pass and sit co-requisite courses and examinations as deemed necessary to improve their research capabilities and analytical skills. This is done with the student's concurrence.

*Course Description*

## SALI 6051 Research Design and Management

This course examines the philosophy of science and the research process, alternative research designs, time and information management principles, the process of selecting a research method, research ethics and professionalism, writing and presentation skills, the use of data sources, study skills and the management of research, the student-supervisor relationship, and managing information to support the research process. Students will be required to submit a research paper related to the material taught in the course.

## SALI 6050: Specialized Research Methods

This course will consist of selected qualitative and quantitative research methods which the candidate may have to use in his/her research. The student will be exposed to the use of computer programs written for the selected methods. Students will be required to submit a research paper utilizing one or more o the research methods taught in the course.

## SALI 6050: Directed Readings on Thesis Topic

The purpose of this course is to expose students to the literature relevant to their thesis. Students will be required to (i) conduct one seminar or make on class presentation and (ii) submit a critical review of the literature relevant to the thesis topic during the semester. Students will be deemed to have passed or failed this course based on the oral and written submissions.

FACULTY OF SOCIAL SCIENCES

**Department Contact Information**

Telephone no.:  927-1020; 927-1234

Fax No.:  927-2409

Extensions:  2312; 2413; 2420; 2427; 2426

Web Site:  http://salises.mona.uwi.edu/

## INSTITUTE FOR SUSTAINABLE DEVELOPMENT

Director:          Professor Anthony Clayton, MSc
                   (Psy), PhD Edin

### Introduction

The world is being rapidly reshaped by the accelerating pace of scientific and technological advance, demographic trends and the shift in the balance of world population to developing countries, the rise of Asia as the new centre of global manufacturing, surging demand for resources and equally rapid shifts in the pattern of environmental impacts, and fundamental changes in the nature of risk, political and economic influence, competition and conflict, and the geopolitical balance of power.

These changes represent important new opportunities but also existential challenges for the nations of the Caribbean, which have to adjust to market liberalisation, the phasing-out of the preferential terms of trade that have been the primary conduit of aid and development assistance and rapidly increasing competition from the emerging economies, while simultaneously contending with rising rates of homicide, the illegal narcotics trade and, in some cases,

the compromising of the state by organised crime, increasing pressure on water, energy and other resources, environmental degradation and climate change. The nations of the Caribbean need to have flexible but robust plans for dealing with these profound challenges.

The University of the West Indies has a particular role and responsibility, as the primary locus of advanced research and teaching in the region, to support the development of an effective Caribbean response to these new opportunities, challenges and demands.

UWI established the Institute for Sustainable Development (ISD) in 2006 to help the Caribbean nations resolve these challenges. The ISD has staff with a range of relevant expertise, and an interdisciplinary, practical, problem-solving orientation.

Current research projects at the ISD include:

- Risk mapping strategies for national development, innovation and trade,
- Mapping Disaster Risk from natural hazards
- Waste Management and recycling
- Economic valuation of natural resources
- Ecosystems and risk reduction
- Policing strategies, and the impact and cost of crime
- Scenario planning, foresighting and technology roadmapping
- Climate change adaptation strategies

- Planning and regulation
- Urban planning and housing policy
- Integrated Assessment and Integrated Policy Development

## *MPhil/PhD in Sustainable Development*

Specialization/Options: Students have looked at a wide range of issues, including crime, energy, planning, tourism, waste management and many others. Topics must be agreed with the supervisor.

### *Programme Objectives:*
Graduates with the ability to undertake strategic analysis and solve major problems.

### *Entry Requirement:*
The minimum requirement is an undergraduate degree in a subject relevant to the research topic. An M.Sc. is strongly preferred.
Areas of Research

- Risk mapping strategies for national development, innovation and trade,
- Mapping Disaster Risk from natural hazards
- Waste Management and recycling
- Economic valuation of natural resources
- Ecosystems and risk reduction
- Policing strategies, and the impact and cost of crime
- Scenario planning, foresighting and technology roadmapping
- Climate change adaptation strategies

- Planning and regulation
- Urban planning and housing policy
- Integrated Assessment and Integrated Policy Development

Candidates have completed PhDs in areas that include energy, waste and water management, tourism development and planning, international environmental treaties, public sector infrastructure planning and development, national development planning and land-use planning

### *Seminar:*
The PhD group meets every two weeks. Every candidate gives regular work-in-progress presentations, so most candidates will present once or twice each year.

Duration of the programme: As per UWI regulations.
Programme structure: research degree.
Courses: Research Methods and SPSSx (at the Sir Arthur Lewis Institute for Social and Economic Studies), and Directed Readings (at the ISD).
Enrolment options: Full or part-time. Distance by arrangement.

- Ecosystems and risk reduction
- Policing strategies, and the impact and cost of crime
- Scenario planning, foresighting and technology roadmapping
- Climate change adaptation strategies
- Planning and regulation
- Urban planning and housing policy
- Integrated Assessment and Integrated Policy Development

## *MPhil/PhD in Sustainable Development*

### *Specialization/Options:*

Students have looked at a wide range of issues, including crime, energy, planning, tourism, waste management and many others. Topics must be agreed with the supervisor.

### *Programme Objectives:*

Graduates with the ability to undertake strategic analysis and solve major problems.

### *Entry Requirement:*

The minimum requirement is an undergraduate degree in a subject relevant to the research topic. An M.Sc. is strongly preferred.

Areas of Research

- Risk mapping strategies for national development, innovation and trade,
- Mapping Disaster Risk from natural hazards
- Waste Management and recycling
- Economic valuation of natural resources
- Ecosystems and risk reduction
- Policing strategies, and the impact and cost of crime
- Scenario planning, foresighting and technology roadmapping
- Climate change adaptation strategies
- Planning and regulation
- Urban planning and housing policy
- Integrated Assessment and Integrated

### *Policy Development*

Candidates have completed PhDs in areas that include energy, waste and water management, tourism development and planning, international environmental treaties, public sector infrastructure planning and development, national development planning and land-use planning

### *Seminar:*

The PhD group meets every two weeks. Every candidate gives regular work-in-progress presentations, so most candidates will present once or twice each year.

### *Duration of the programme:*

As per UWI regulations.

### *Programme structure:* research degree.

### *Courses:*

Research Methods and SPSSx (at the Sir Arthur Lewis Institute for Social and Economic Studies), and Directed Readings (at the ISD).

### *Enrolment options:*

Full or part-time. Distance by arrangement.

| COURSE | | |
|---|---|---|
| **Course Code** | **Course Name** | **No. of Credits** |
| SALI6012 | Research Methods | 3 |
| SALI6052 | Specialized Research Methods | 3 |
| SALI6050 | Directed Readings | 3 |

*Departmental contact information:*

Address: 13 Gibraltar Camp Way,

University of the West Indies,

Mona Campus,

Kingston 7,

Jamaica, West Indies.

Tel:      (876) 977 1659, 977 5530, (876) 927 1660-9 (UWI) ext 2613, 2697

Fax:      (876) 977 1658

*Programme coordinator:*

Professor Anthony Clayton

Email: anthony.clayton@uwimona.edu.jm

Direct line: (876) 970 0257

FACULTY OF SOCIAL SCIENCES

# INSTITUTE OF GENDER & DEVELOPMENT STUDIES

Director:     Professor Barbara Bailey, BSc (General),
BSc (Med. Microbiology), Dip.Ed., PhD UWI

Established in 1993, the Institute of Gender and Development Studies is an autonomous interdisciplinary entity, which aims, through its programme of teaching, research and outreach, to question historically accepted theories and explanations about society and human behaviour, as well as to critically examine the origins of power differences between and among men and women and the range of factors which account for these differences.

The Institute's mandate is to:

- Develop an integrated, interdisciplinary programme of gender studies within the University, at both undergraduate and graduate levels.  This includes facilitating the incorporation of gender analysis in all disciplines.

- Produce and disseminate knowledge, based on the generation and analysis of research data on women, men, and gender related issues in the Caribbean.

- Establish and maintain linkages with national, regional and international institutions concerned with gender and development, provide advisory services, influence policy directions and assist with capacity building in these institutions.

Located on all three campuses of the University, the impact of the work of the Institute is wide-ranging and far-reaching as it enjoys long established relationships and collaborations with local, regional and international development agencies, including CARICOM, the Caribbean Development Bank, the United Nations, the Commonwealth Secretariat, the United States Agency for International Development (USAID), the Canadian International Development Agency (CIDA) and UK Department for International Development (DFID).

As the leading regional agency of expertise on issues of gender, the Institute has been instrumental in providing strategies to enhance awareness of the critical role played by the study of gender in national and regional development.

Graduates of the Institute join a cadre of professionals who are equipped with the knowledge and capacity to create a more equitable and gender-sensitive society.

MSc and MPhil / PhD in Gender and Development Studies

*Programme Objectives:*

*MSc Gender and Development Studies:*

The programme of study is designed to provide a comprehensive interdisciplinary programme, focusing on gender and development, which:

a. Provides analytical frameworks for understanding the differential experiences of women and men, in the Caribbean context and internationally.

b. Facilitates research in gender and development, as it relates to issues of sustainable socio- economic and political development of women and men in the region.

c. Encourages indigenous theorizing in dialogues around issues of gender and development.

d. Advocates for the inclusion and integration of gender in development policies and planning in government as well as in non-governmental agencies and organizations, through increased knowledge and understanding, skill development and attitudinal change.

### *MPhil / PhD Gender & Development Studies*

These research-based programmes are designed to:
Increase the cadre of persons with dedicated training in gender and development studies, available to work in the public, private and NGO sectors; as well as persons capable of teaching at various levels of education and training institutions.

*Entry Requirements*

## MSc Gender and Development Studies

To be admitted to the prescribed course of study for the MSc Gender and Development Studies, candidates must have at least a second-class degree from an approved university. Graduates without an honours pass, but with relevant work experience; e.g. in development agencies, women's bureaux, etc., will be assessed on a case-by-case basis.

## MPhil Gender and Development Studies

The M.Phil is offered to students who have obtained at least an Upper Second Class (Honours) undergraduate degree or who have already been awarded a graduate degree. Candidates who wish to pursue this option must show a strong proficiency for research and a sound understanding of research methodologies, as this is a research degree, by thesis only.

This is usually a research degree by thesis only. Where it is deemed necessary, a candidate maybe required to undertake and pass courses recommended by the Institute.

## PhD Gender & Development Studies

The requirement for entry into this programme is a

postgraduate degree. With the exception of holders of MPhil degrees from a recognised university, candidates are normally required to register for the MPhil degree in the first instance and will only be upgraded to the doctoral level if progress is satisfactory. Persons without a strong background in Gender Studies may be required to take relevant graduate level courses.

*Areas of Research:*

Consistently, the research interests of the Institute's graduate students have had significance to national and regional development. Areas of interest have included:

- Crime and sexual violence among females in Jamaica
- The feminization of HIV and AIDS
- The gender dimensions of social protection in Jamaica
- Gender and Parenting Skills
- Gender, Globalization and Work
- Women and Transformational Leadership
- Women and Micro-enterprise Development
- Gender Issues in Education

*Seminars:*

In its efforts to expedite the work of the Unit's graduate research students Graduate Seminar Series is convened for each cohort of MPhil/PhD students. The seminar series provides an opportunity for students to examine their individual research proposals, develop the appropriate techniques towards data collection and share their findings for

peer review and critique. It also allows for supervisor guidance.

There should be at least three research seminar presentations throughout the course of the programme.

*Duration of programme:*

MSc Programme – 18 months full-time or and three (3) years part-time.

MPhil / PhD – The minimum time for the award of the MPhil is two years and for the award of the PhD the minimum time is three years.

*Programme Structure:*

MSc Gender and Development Studies

The programme comprises eight core courses with a combined total of 24 credits:

1. Feminist Methodology

2 Gender Analysis in Policy and Planning

3 Gender and Development and Human Society

4 Gender, Political Activism and Mobilization

5 Sex, Gender and the Family

6 Theories and Development of Feminism

Students are also expected to successfully complete a Research Methodology course offered

through the Faculty of the Social Sciences, which is assigned three credits.

Each course runs for one semester (approximately 39 contact hours) and courses offered by the Institute are examined by a combination of course work and a final examination, which account for 40% and 60%, respectively, of the final grade.

Students who are unsuccessful in more than half of the complement of courses for which they are registered in any given semester will be required to withdraw from the programme.

The completion of a research paper (maximum 56,000 words, including appendices) based on independent research, which focuses on a problem or issue related to gender and development, is the culmination of the M.Sc. programme, and is worth six credits.

## *MPhil / PhD Gender & Development Studies*

Persons without a strong background in Gender Studies may be required to take relevant graduate level courses and where it is deemed necessary, a candidate may be required to undertake and pass courses recommended by the Institute.

With the exception of holders of MPhil degrees, from a recognised university, candidates are normally required to register for the MPhil degree in the first instance and will only be upgraded to the doctoral level if progress is satisfactory.

The completion of a thesis (maximum 50,000 words [MPhil] / 80,000 words [PhD], including appendices) based on independent research, which focuses on a problem or issue related to gender and development, is the culmination of the graduate research programme.

Broad Outline of Courses

## *MSc Gender and Development Studies*

### GEND6101: Feminist Methodology and Epistemology

The overall intention of this course is to examine feminist challenges to traditional ways of generating and creating knowledge and therefore to examine contending quantitative and qualitative research paradigms and arguments for a feminist epistemology.

### GEND6502: Gender Analysis in Policy and Planning

It is now recognised that women and men have different and unique needs and that in order to promote greater gender equality projects, programmes and policies at community and national levels need to take these differences into account. In this course students are equipped with the tools for carrying out a gender analysis and made aware

of the planning frameworks that can be used to guide such a process. The process for developing, evidence-based, gender responsive policies is explored and the rationale for pursuing a gender mainstreaming strategy in the Caribbean is highlighted.

## GEND6601A:   Gender and Development and Human Society

In this course students examine the concepts 'gender', 'development' and 'human development' and critically assess development paradigms in terms of their  contribution to the project of gender equality and equity. The feminist critique of gender relations in national, regional and international development practices is examined and the extent to which development planning and interventions accommodate diversity in the social, economic and political roles of men and women across societies is also explored. Human and sustainable development approaches are positioned as contending developmental approaches and discussed in terms of their potential for promoting gender equality and social justice in Caribbean societies.

## GEND6302:  Gender, Education, Training and Work

This course is designed to assist participants to examine gender as a central organising structure in educational institutions and ways in which schooling, as an instrument of the State, reproduces and reinforces the gender system in the wider social

order. Inequalities in education are examined, including debates on 'male underachievement' in relation to various theoretical paradigms advanced by educational sociologists and feminist educators and the research agenda related to the feminist project is explored. Feminist critiques of educational philosophies are examined in relation to alternative feminist pedagogies. The course also focuses on women's involvement in the formal labour market and the relationship between educational outputs and wider social, economic and political outcomes for both sexes

## GEND 6402: Gender, Political Activism and Mobilisation

The course seeks to build an awareness of how patriarchy and gender as a central organising system continue to exclude women's participation in political decision-making and therefore affect the life experiences of families, communities and nations. The importance of engaging women in decision-making at the micro, meso and macro levels is presented as fundamental to the struggle for the transformation of governance structures and practices in the 21st century.

## GEND 6201: Sex, Gender & the Family

Gender as a central system of social organisation is seen to be at work in the family and in household relations. In this course students interrogate patriarchal influences on and social norms related to family, family  relations and issues such as

masculinity and femininity, sexuality, property rights, marriage and abortion. They also examine the feminist project which sets out to expose the patriarchal influence and sexist notions embedded in these issues and to reconceptualise and reconstruct these realities from a feminist perspective.

## GEND 6001: Theories and Development of Feminisms

The overall aim of the course is to help students to appreciate the discursive strategies employed by philosophy and language in defining and constructing the category woman and womanhood as 'other', diseased and incomplete. The Caribbean experience is examined as a valid standpoint from which to interrogate and theorise the otherness of woman which is not only created on the basis of biological sex and social gender but on the basis of geopolitics.

## MPhil / PhD Gender & Development Studies

These degrees are issued on the basis of research only. However, persons may be required to take relevant graduate level courses and where it is deemed necessary by the department with regards to their knowledge of gender and competency in (feminist) research methodologies. The courses that are usually recommended are:

1. GEND 6001: Theories and Development of Feminisms

2. GS66A: Gender and Development in Human Society

3. GS61A: Feminist Methodology and Epistemology

***Department Contact Information:***
Institute of Gender and Development Studies
Regional Coordinating Unit
The University of the West Indies
Mona Campus
Kingston 7

Tel:     876-927-1913
Fax:    876-927-0641
Email: cgdsrcu@uwimona.edu.jm

***Programme Coordinator:***
Professor Verene Shepherd