



University of Papua New Guinea
School of Business Administration
(Creating Innovative Leaders for Nation Building)

PROSPECTUS-2016

**Executive Master of Business
Administration (EMBA)**

MBA-CPA

**Post Graduate Diploma in
Master of Strategic
Management (PGDSM)**

**Master of Human Resource
Management (MHRM) at
PNGHRI**

- Globally competitive, but designed to PNG needs;
- Strategic alliance with professional organisations
- Affordable fee with premium quality education
- Customised class timings - 2.30 pm to 8.30 pm

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Message from the Executive Dean

The School of Business Administration is the youngest, but fast growing School in the University of Papua New Guinea. The School had a modest beginning in 2002 with few hundred students and few courses under the stewardship of Prof. Albert Mellam, Foundation Executive Dean, who is currently Vice-Chancellor of the University.

At present, the School has seven Divisions, namely, Accounting and Banking & Finance, Business Management, Economics, Human Resource Management, Public Policy Management, Strategic Management and Tourism & Hospitality Management. Through these Divisions, the School offers programs such as, Diploma in Accounting, Bachelor of Accounting, Bachelor of Business & Management and Bachelor of Economics.

Furthermore, the School also offers the Executive Masters of Business Administration, Master of Strategic Management and Master of Human Resources Management programs. These are home-grown masters' programmes of the School and are in high demand among practicing managers. From the year 2015, the School will also offer Bachelor of Public Accounting to cater needs of public sector to fulfil their human resources needs.

Under one roof, you will come in contact with some of the most highly qualified academics of Papua New Guinea lecturing in various disciplines of accounting, business and management. The school has around 35 full-time academic staff members and around 20 part-time lecturers and tutors with rich experiences from academia and industry.

The School is known for its dynamic, versatile and contemporary nature of the programmes it offers, and commands high demand from government and business organisations for its graduates, and prides itself in offering high quality externally reviewed and refereed academic programmes. The School remains innovative and entrepreneurial in the management and implementation of her core businesses of teaching and research, and at all times, upholds the highest academic standards in the delivery of its programmes.

The certifications we have received from international agency such as Eduniversal International Scientific Committee and our association with prestigious Universities and organisations such as Association of Asia Pacific Business Schools (AAPBS), Australian National University, GITAM University, India, etc are testimonial for the performance of the Schools.

We wish you all the best for your future endeavours!

Professor Lekshmi N. Pillai

Executive Dean

School of Business Management

University of Papua New Guinea

Message from the Convenor ...

Learning for Change and Moving Forward

It is my pleasure to welcome you all to School of Business Administration (SBA) of University of Papua New Guinea and the SBA's master program. SBA is one of the leading business schools in Papua New Guinea and one of the top 1000 business schools globally.

Education and learning is a lifelong process. Learning process does not have time limit and it could take place anytime and anywhere. The globalisation and information revolution made everyone to enhance the competency level in order to survive in the competitive business environment and execute the duties and responsibilities more efficiently.

School of Business Administration has been offering number of undergraduate and post graduate business and management academic programs.

Our academic team ensure and delivery of high quality academic programs to meet the industry needs of competency level and cater for better employment locally and globally. SBA's Master programs are home-grown and have been reviewed by local and global academic experts and have met the international standard.

Currently, School is offering Executive Master of Business Administration (EMBA), MBA-CPA and Master of Human Resource Management (MHRM).

These programs have flexible time for both part time and fulltime participants. Evening classes are available for working people. Full time EMBA participants can able to complete the program in one year.

In order to meet your objectives in the academic program you have chosen, you need to plan and move positively and pro-actively. Set high personal and academic standards for yourself, and try to achieve this for your academic and career success. Listen to that little voice inside you that says, "I can do this" and believe in yourself. Don't put off anything for tomorrow what you can do today, because today never come back.

Make yourself a well-rounded person. Consider all four dimensions of life as you strive to educate yourself – physical, spiritual, intellectual, and social. Spend time each day developing each of these four dimensions

Once again, I welcome you and wish you all the success to have happy academic journey at the university and have successful achievement at the end of the journey.

"Defeat the defeat before the defeat defeats you"

Mr Ponnusamy Manohar
SBA Master Program Convenor
Deputy Executive Dean (Academic and Students Affairs)
School of Business Management
University of Papua New Guinea

The University of Papua New Guinea (UPNG)

The University of Papua New Guinea is prominently located in the heart of Port Moresby, the nation's capital, and is spread over two campuses, viz Waigani Campus and Taurama Campus. While Waigani Campus, with a land size of 405 hectare, houses administrative headquarters of the University and four Schools, such as, School of Business Administration, School of Humanities and Social Sciences, School of Law and School Natural and Physical Sciences, Taurama Campus houses School of Medicine and Health Sciences.

In addition, there are University Open Campuses and University Centres in a number of provinces, jointly run by the UPNG Open College and respective Provincial Governments.

UPNG also has a 19-hectare multi-disciplinary marine research station on the historical site, Motupore Island, outside of Port Moresby. Motupore Island is located adjacent to the popular Loloata Island Resort, and is serviced by the Tahira Marine Centre, located onshore.

Various schools of the University are made up of Divisions or Strands or disciplines with particular emphasis on knowledge relevant to, and on the needs of Papua New Guinea.

MISSION STATEMENT: To be the Premier University, making available quality education, research and service to Papua New Guinea and the Pacific.

OBJECTIVES: The objectives of the University, as expressed in the University Act, are:

1. to be dedicated to the pursuit, advancement and dissemination of knowledge, understanding and wisdom.
2. pursue the objectives specified in sub-section (1), the University shall be mindful of the manpower and other needs of Papua New Guinea and shall endeavour, by the example of its corporate life, academic achievements and professional excellence, to promote national well-being and progress.

UPNG Facilities

In order to provide adequate support to all the students, a vast range of facilities and services are available:

Libraries: There are two main libraries that serve the needs of the students, lecturers, researchers and stakeholders of the University. The Michael Somare Library, located on the Waigani campus, has a vast collections of materials relevant for the four schools – School of Business Administration, School of Humanities and Social Sciences, School of Law, and School of Natural and Physical Sciences. It has a collection of 300,000 books on various fields and over 2,000 online journals and print edition of journals. The Law section's collections of 25,000 volumes are noteworthy, with particular strength in Pacific and Common Law jurisdictions.

The Michael Somare Library has excellent coverage for all New Guinea, Pacific and Third World topics; and there is a separate New Guinea Collection in which one copy of everything published about Papua New Guinea and Irian Jaya, are placed. It has a

unique collection of early photographs, which are heavily used for publication purposes.

Other facilities includes a newspaper reading area, a paperback browsing collection, new-books displays, e-library / e-books section, photocopying service, micro-filming, access to microfilm readers, tape-slide viewers, and loop playing machines and videos. Frequent exhibitions are mounted in the Library.

Bookshop: A range of recommended textbooks written by local or international authors are always available in the bookshop. The University Bookshop is located in the Gunther Building at the Waigani campus. It exists primarily to supply textbooks and stationery to students and staff of the University. It also serves the public as a general bookshop and supplier.

Health Clinic: A medical clinic is situated on the Waigani Campus. It provides basic health services: consultation, immunisations and treatment for common diseases to students, staff and their families, as well as to members of the public from surrounding suburbs.

School of Business Administration (SBA)

The School of Business Administration (SBA) was established in 2002 under the academic reforms at the UPNG. The School is responsible for training students with appropriate skills and knowledge relevant to business, government, and financial institutions.

The SBA has positioned itself as a leading School of Business and Management in Papua New Guinea, and one of the emerging Schools of Business and Management in the Asia-Pacific region. The School was the recipient of the prestigious Commonwealth of Learning Award for its Management programme in 2004. The School has been voted as one of the top 1,000 business schools in the world and the best business school in Papua New Guinea with significant regional impact (two palms grade) through Eduniversal International Scientific Committee (Visit www.eduniversal.net). The School is a member of Prestigious Association of Asia-Pacific Business Schools (AAPBS).

The School currently offers Bachelor programs in Accounting, Banking & Finance, Business Management, Economics, Human Resources Management, Public Policy Management, Strategic Management, Tourism and Hospitality Management, and Masters Programs in Business and Management viz., Executive Master of Business Administration, Master of Human Resource Management, Post-graduate Diploma in Strategic Management and Master of Strategic Management (MSM). In addition the School proposes to offer Doctor of Business Administration (DBA) program.

Our programs are continually being assessed externally through arrangements with Universities in Canada, Europe, India, Singapore, Fiji, New Zealand, and Australia as well as by the industry and professional bodies in Papua New Guinea, for its industry relevance and focus. In addition, the staff undergoes an evaluation every semester as part of the School's quality assurance process.

On a regular basis, the School invites qualified and experienced personnel from professional organisations, civil services and the business community to deliver lectures, seminars, and workshops to our students and some of these people hold part-time teaching status in the School.

Academic Staff

The School, currently, has staff strength of around thirty five and they are spread across seven divisions, namely Accounting and Banking and Finance, Business Management, Economics, Human Resource Management, Public Policy Management, Strategic Management and Tourism and Hospitality Management.

The School is manned by some of the most highly qualified academics with academic and professional qualifications from prestigious institutions in the U.S., Europe, Australia, and Asia.

Undergraduate Programs

The school offers academic programs in:

- Diploma in Accounting
- Bachelor of Accounting
- Bachelor of Business & Management in Banking and Finance, Business Management, Human Resource Management, Public Policy Management, Strategic Management and Tourism and Hospitality Management.
- Bachelor of Economics
- Bachelor of Business & Management (Professional Studies)
- Bachelor of Business & Management (Honors)
- Bachelor of Economics (Honors)

From the year 2015, all the first year students of School of Business Administration, except the students of “Professional Studies” programme, will be enrolled initially into **Foundation of Business and Management** programme. On completion of the Foundation of Business and Management programme and based on the selection criteria set by the School, students will be allowed to enrol into any one of the above programmes.

Postgraduate Programs

- Executive Master of Business Administration (MBA)
- Master of Business Administration – Certified Practising Accountant (MBA-CPA)
- Post Graduate Diploma in Strategic Management (PGDSM), leading to admission to Master of Strategic Management (MSM)
- Master of Human Resource Management (MHRM)

Research Programs

- Doctor in Business Administration (DBA)
- Doctor of Philosophy by Research (Ph D)

programme are governed by Research Policy of the School of Business Administration.

Mode of Delivery: Face-to-face delivery mode.

Program Cost

UPNG MSM Program: K11, 440.00 for the entire programme.

Master of Human Resource Management (MHRM)

Note: This programme is designed, developed and managed by The University of Papua New Guinea and being offered at the premises of Papua New Guinea Human Resource Institute (PNGHRI).

Master of Human Resource Management program designed for working executives, who are currently holding managerial or supervisory positions. This program provides an academic platform to update and upgrade their managerial competency level in order to perform human resource management tasks more effectively and innovatively.

Admission Requirements

Admission to UPNG MHRM Program is granted only to those who are able to benefit fully from this intensive program. Applicants are expected to have reasonable work experience in a position involving considerable authority and decision-making.

Applicants should:

- a) have a good first degree from an approved University or equivalent qualifications;
- b) have a minimum of five years managerial-level work experience or five years of supervisory work experience acquired after first degree; and
- c) be fluent in English and be a computer literate.

Program Structure

Master of Human Resource Management program is a course-work program, which is available on part-time basis only. Every candidate is required to complete fifteen specified courses over a period of two years. There are three terms (trimester) every year, each of which is 12 weeks long. Every candidate will be registering for two or three courses during every term.

Term	Course Number	Courses	Credit Point
Term 1			
	3.62201	Accounting for Decision Making	5
	3.61301	Contemporary Organizational Behaviours	5
	3.61316	Global Human Resource Management	5
	3.61211	Corporate Governance and Business Ethics	5

	3.63001	Business Economics	5
Term 2			
	3.61202	Marketing Management	5
	3.61302	Strategic Human Management	5
	3.62202	Business Finance	5
	3.61313	Case Study in Human Resource Management	5
	3.61309	Performance and Remuneration Management	5
Term 3			
	3.60801	Strategic Management	5
	3.61315	Advanced Case Study in Human Resource Management	5
	3.61312	Human Resource Process Reengineering	5
	3.61314	Human Resource Information Systems	5
	3.61308	Employment Relations and Laws	5
			75

Mode of Delivery: Face-to-face delivery mode.

Program Cost: *Please contact PNGHRI for further information about fee and charges of MHRM programme.*

BRIEF PROFILE OF LECTURERS OF MASTERS PROGRAMME

Professor Albert Mellam is Vice-chancellor of the University and he was Foundation Executive Dean of the School until 2012. He holds PhD in Psychology from the Australian National University (ANU). His other qualifications include MSC (Stirling) and BAHons (UPNG). Professor Mellam teaches Organizational Behavior, Change Management, Strategic Management and Human Resource Management. He has research interests in Change Management and Knowledge Management. Prof Mellam has strong local and global network in the area of research and publication. He has published his academic research papers in leading national and international journals.



Professor Pulapa Subba Rao is currently Pro-vice chancellor (Academic and Student Affairs) of the University and he is founding Professor of School of Business Administration, UPNG. He holds a PhD in Management from Andhra University, India. His other qualifications include M.Com., and B.Com. He joined the UPNG on 1st February, 2004. He has 34 years of teaching experience at university level. He has authored six books, and several papers. He taught various courses for Master of Commerce, Master of Business Administration, and undergraduate programs in several countries before coming to UPNG. He received 'Meritorious Teacher Award'. He also worked as Head of the Department, Dean of the Faculty and Vice-Principal of SK University College, India.



Professor Lekshmi N. Pillai is currently Executive Dean of the School. He was awarded Ph. D by Madurai Kamaraj University, India for the work done on “Performance Evaluation of Leasing Industry in India”. He also holds MBA (Finance) and M.Com (Accounting). He has over 26 years of lecturing Masters programme in Management in India and Papua New Guinea. He won “Best Research Paper” award from Association of Indian Management Schools (AIMS) in 1996 for his Research paper titled, “A Discriminant Model to classify the Indian Leasing Hire Purchase Companies Based on Financial Performance”. Apart from this, he has published several articles on leading journals, attended several workshops and conferences. Further, he has prepared course materials for participants of MBA programme at Madurai Kamaraj University, MSM programme of University of Papua New Guinea. His current interest is on environmental accounting and Corporate Turnaround Strategy. He is also actively participating in Education and Examination Committee of CPAPNG. He is involved in teaching of Business Finance and Marketing Management for participants of MBA programme and Corporate Turnaround Strategies for the participants of MSM programme. He is a financial member of Certified Practising Accountants of Papua New Guinea (CPAPNG).



Professor David Kavanamur is currently Director General of Office of Higher Education of Government of Papua New Guinea. He is the foundation professor of Management at the University of Papua New Guinea. He holds a PhD (Management) from the University of Western Sydney, Australia (2004) and MPhil (Development studies) from the Institute of Development Studies, University of Sussex (1994), and a BA Hons (Public administration/Political analysis) from University of Papua New Guinea (1990), and Diploma (Economic policy analysis) from the National Research Institute, PNG (1991). He is a member of Australian Institute of management, PNG Institute of Directors and PNG Human Resource Institute. Professor Kavanamur undertakes research and consultancy mainly in the areas of Strategic Management, International Business and Development Management. He has presented papers international conferences and has undertaken specific assignments in the UK, Australia, Russia, Fiji, Malaysia, Indonesia, Thailand, Senegal and China.



Dr. Ken Ngangan (Senior Lecturer) is currently Secretary of Finance of Government of Papua New Guinea. He holds a PhD in Accounting from the University of Newcastle, Australia. His other qualifications include MAcc (Glass/UK), BA Com Hons (UPNG) and CMA. Dr. Ngangan teaches Accounting for Decision Making. His research interest is in the behavioural aspects of accounting and financial reporting. Dr. Ngangan was Commonwealth Post Doctoral Fellow, University of Aberdeen, Scotland, UK. He is currently holding a position of President of CPA Papua New Guinea and board member of many business organisation of Papua New Guinea



Dr. Lawrence Sause (Senior Lecturer) holds a PhD in Public Policy from the Victoria University of Wellington, New Zealand. His PhD work examines the quality and timelines the policy advice on cabinet-level decision making in PNG's Central Government and the impacts it has on operational, substantive and strategic policy formulation. He also holds Master of Public Policy (MPP) from Victoria University and BA (Hons) in Political Science and Public Administration from UPNG. Dr. Sause's teaching and research interest areas include Public Policy, Public Administration, Public Sector Management and Project Management.

Mr. Herman S. Moshi (Senior Lecturer) holds a Master in Accounting from Curtin University, Australia . He is a qualified accountant with membership in CPA(PNG),CPA (Aust), ICEA (UK), and CPA (Tanz.). He is a Senior Lecturer in the Division of Accounting and Banking & Finance. Mr. Moshi teaches Business Finance. He has undertaken research in the areas of Financial Management, Auditing, Performance and Growth in Micro-enterprises and Entrepreneurship, and Innovation and Change.



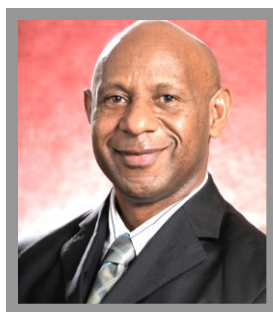
Mr. Ponnusamy Manohar (Senior Lecturer) holds a Master of Business Administration from the Southern Cross University, Australia. His other qualifications include BBA Hons (Sri Lanka), Higher Dip. Soft.Eng. (Sri Lanka) and ASA (CPA Aust). Mr. Manohar teaches Quantitative Methods in Business, Strategic Management and Management of Information Systems. His research interests are in Human Resource Development, Business Management and Information Management. He is author of many academic text books and training materials for students in the tertiary and higher education. He has presented several research papers in national and international conferences and also published in international journals.



Dr. Joyce J. Rayel (Senior Lecturer) has been in the academia for over 18 years, lecturing for both undergraduate and post graduate programs of Tourism, Public Administration and Business Administration in Philippines and Papua New Guinea. She holds a PhD in Public Administration and took several courses for Doctor of Business Administration at Aquinas University, Philippines. Her other qualifications include MPA (BU/RC-Phil.) and BS Tourism (CEU-Phil.). Her thesis and dissertation topics are in the areas of Sustainable Tourism Development and Tourism Management. She also has research interests in Public Administration, Human Resource Management, Marketing, Strategic Management and Education Management. She has gained industry experience as tourism consultant, business consultant, tour operator/entrepreneur and office manager. Dr. Rayel presented research papers in national and international conferences. She has published in both national and international academic and business journals.



Mr. Jerry Wemin (Part time Lecturer) Mr Jerry Wemin has a Masters Degree in Development Management from Northern Territory University, Australia and a Bachelor of Arts Degree from University of Papua New Guinea in 1988. He has a number of International Distinctions awards in Total Quality and Human Resource (HR) Management. Mr Wemin is a Founding Member of the Institute of Company Directors and the Fellow of the Institute of Management. Mr Wemin is President and Chairman of the Board of Papua New Guinea Human Resource Institute and represents the country on the Board of Asia Pacific Federation of HR Managers for seven years. He is also on the University Council of the University of Papua New Guinea. Mr Wemin is a Human Resource Management (HRM) Specialist spanning 20 years. He was last employed as the HR Specialist with Air Niugini before joining the former PNG Banking Corporation as HR Planning and Development Manager. He was Group HR Executive Manager with the Finance Pacific Limited before joining the Institution of Engineers as the Chief Executive Officer. He was previously a Lecturer in the School of Business and Administration at the University of Papua New Guinea. He now undertakes various HR and Management Consulting and Advisory roles.



Mr. Panditha Bandara (Senior Lecturer) holds a Master of Business Administration (MBA) from the Postgraduate Institute of Management, University of Sri Jayewardenepura, Sri Lanka. His other qualifications include Bachelor of Arts (Sri Lanka) and Higher National Diploma in Accounting from Sri Lanka Technical College. He is also a member of Certified Practicing Accountants of PNG (CAPPNG). Mr. Bandara has performed as a practicing accountant for nearly 25 years in various organisations. Currently he is the Head of Accounting and Banking and Finance Division. He has written number of text books for the use of University students and the secondary school students. His research interests include ICT in Accounting and Financial Reporting.



Dr. Albert Prabhakar (Senior Lecturer)

Dr. G. Albert Prabhakar holds a PhD in Economics from Andhra University, India. His other qualifications include MA(Economics), MBA and B . A. He has 23 years of teaching experience at Post Graduate College level. He has published several research papers on leading Journals, attended several Workshops, Seminars and Conferences. He has completed two Research Projects. Further he has prepared course material for participants of M A (Economics) and MHRM Programs at Andhra University, India. He taught various courses for Master of Economics, Master of Business Administration, Master of Human Resource Management and Undergraduate Programs. He also worked as Head of the Department, Controller of Examination of Postgraduate College, India. His current interest is Development Economics, Human Development and Gender Studies.



Dr. Henry Okole is a Consultant and presently a part-Visiting Scholar in political science at the University of PNG (UPNG). He has had over 20 years teaching and research experiences with academic institutions, but mainly at UPNG – and has been a visiting fellow both with the *State, Society and Governance of Melanesia* Project at the ANU and East-West Center, Honolulu. His fields of specialty are political science, comparative politics, development studies and international relations. In recent years, he was a Senior Research Fellow at the PNG National Research Institute as well as a Chief of Staff to the Secretary-General of the 79-member African, Caribbean and Pacific (ACP) Group of States. His consultancy engagements have covered many important areas in PNG – among them – the review of the Organic Law on Provincial Governments and Local-level Governments (2014), the Legislative Needs Assessment of the PNG Parliament (2003) and has just been commissioned to draw up the roll-out plan for PNG’s proposed Pension Scheme. In the region, he was a member of the team tasked by Solomon Islands’ Government and Pacific Islands Forum to review the 10-year Regional Assistance Mission to Solomon Islands (RAMSI). He was awarded a Fulbright scholarship and successfully undertook PhD studies in political



science at the Northern Illinois University, USA. He also holds a BA (Honours) (UPNG), A Bachelor of Letters (Grad. Dip.) (ANU), and MA (Sydney University).

Mr. Suresh Babu (Lecturer) Mr. Suresh Babu Nagarajan, Lecturer in Accounting with the School of Business Administration at the University of Papua New Guinea. He holds a Master Degree in Philosophy in Commerce and Master Degree in Accounting in Madurai Kamarajar University, Tamil Nadu, India and also have Master's in Business Administration Degree (MBA) from the same university. He has been teaching in Papua New Guinea since 2010. He also is pursuing Ph.D., in Commerce in India. His Specialized areas are Financial, Cost and Management Accounting, Taxation, Financial Reporting, Strategic Management Accounting etc., He is Management Accounting, Taxation units for CPAPNG as well for professional accountants since 2011.

