

# Master of Business Administration (MBA) – Work Integrated Learning (WIL)

## **Degree Type**

Master of Business Administration

## **(Hybrid, a combination of Campus and Online Courses)**

The MBA with Work Integrated Learning (WIL) program offers a comprehensive education in business fundamentals and decision-making, emphasizing self-knowledge and emotional intelligence. Graduates will gain the skills needed to promote analytics-based, value-driven decision-making in a competitive global environment.

The curriculum balances traditional business disciplines with a focus on leadership and the human aspects of management, including communication, operations, finance, and sustainability. Specialized courses enhance executive leadership and data analytics or international business expertise.

The integrated WIL component provides students with hands-on experience in a career-based environment, allowing them to apply classroom knowledge while receiving mentorship from faculty and feedback from workplace supervisors. This program encourages the development of rational thinking, emotional intelligence, and intuition in organizational decision-making, preparing students to become transformative leaders in a dynamic business landscape. Ultimately, the MBA with WIL equips students to adapt to technological and business changes, ensuring long-term success and stability.

## MBA Program 2024-2027 Update

The updates in the 2024-2027 MBA program with WIL consist of the following:

- Updated PLOs and CLOs
- Revised program of courses
- Adaptation and integration of WIL into the new core MBA courses

## **Program Learning Outcomes**

The program learning outcomes of the Master of Business Administration with WIL Program are to ensure that students in the program will:

- Develop and demonstrate emotional intelligence, self-awareness, and interpersonal skills necessary for effective mindful leadership in varied business contexts.
- Collaborate effectively in professional teams, organizations and community settings, leveraging awareness and empathy to build trust, respect, and shared understanding.
- Apply various forms of knowledge, including intellectual, emotional, spiritual, and embodied wisdom, to navigate complex business opportunities.
- Communicate ideas and arguments effectively, tailoring communication style to inclusive audiences and contexts and demonstrating active listening and empathy in interpersonal interactions.
- Evaluate and critique the role of business in society and the natural environment and propose innovative solutions that promote ethical social and environmental justice.

- Implement evidence-based solutions to professional and societal challenges, utilizing lifelong learning strategies to improve outcomes and foster transformative change.

## Degree Requirements

To receive an MBA, students must successfully complete a minimum of 36 units. The following are specific degree requirements:

- **12 units in Foundational Courses**
- **12 units in Business Fundamentals Courses**
- **9 units in Leadership and Management Courses**
- **3 units in Capstone Course**
- **Work Integrated Learning Program**

The MBA-WIL-centric curriculum is comprised of the following requirements:

- 1) Foundational Courses (12 Units): Four (4) mandatory business administration courses must be completed, each worth three (3) units, for a total of twelve (12) compulsory core units. The Core consists of courses that aim to provide students with an introduction to transpersonal psychology, business communications, scholarship, organizational behavior, and quality decision-making skills in the context of business law and ethics to lead in business.
- 2) Business Fundamentals Courses (12 Units): Four (4) Business Fundamentals courses provide exposure to the major functional areas of business, including managerial accounting, operational excellence, behavioral marketing, and technology and innovation. Four (4) courses are required in business fundamentals.
- 3.) Leadership and Management Courses (9 Units) Three (3) mandatory leadership and management courses to bring together leadership and management in workforce development, employee well-being, and sustainable ESG practices with transpersonal leadership.
- 4) Capstone Course (3 Units): Students will complete a Capstone course to complete the MBA program. The goal of the course is to convey the ideas from all the previous courses into a cohesive whole through an applied project.
- 5) Work Integrated Learning Program (0 Units): To fulfill the WIL program requirements, a student must complete at least one Work Integrated Learning course. Students are encouraged to take all WIL courses to help them integrate what they are learning into their courses and professional lives.
- 6) Concentration Courses (12 Units): Students focus their studies by completing the Concentration of their choice which is directly related to the career path or career goals. There are four (4) mandatory concentration classes in multiple concentrations. Each course is three (3) credit units for 12 mandatory concentration credits for a program total of 48 credit units. A student may take a second concentration course for an additional 12 credit units for 60 credit units.

## Required Units:

- A total of **36 units** are required in the above study plan for graduation from the MBA core program.
- A total of **48 units** are needed in the above study plan if the student chooses a concentration in addition to the MBA core program.
- A total of **60 units** are needed in the above study plan if the student chooses a second concentration course.

## Foundational Courses (12 units)

The Core consists of courses that aim to provide students with an introduction to transpersonal psychology, business communications, scholarship, organizational behavior, and quality decision-making skills in the context of business law and ethics to lead in business.

Item #	Title	Credits
MBA2100	Introduction to Transpersonal Psychology & Self Leadership	3.0
MBA2101	Business Communications & Scholarship	3.0
MBA2200	Decision Making within Business Law & Ethics	3.0
MBA2202	Organizational Behavior - A Systems Thinking Approach	3.0

## Business Fundamentals Courses (12 units)

Business Fundamentals courses provide exposure to the major functional areas of business, including managerial accounting, operational excellence, behavioral marketing, and technology and innovation.

Item #	Title	Credits
MBA2300	Managerial Accounting	3.0
MBA2303	Operational Excellence	3.0
MBA2400	Behavioral Marketing, Insights and Strategies	3.0
MBA2404	Technology, Structure and Security	3.0

## Leadership and Management Courses (9 units)

Three (3) mandatory leadership and management courses to bring together leadership and management in workforce development, employee well-being, and sustainable ESG practices with transpersonal leadership.

Item #	Title	Credits
MBA2500	Sustainable ESG Practices	3.0
MBA2505	Workforce Development and Well-Being	3.0
MBA2600	Mindful Transpersonal Leadership	3.0

## Capstone Course (3 units)

Students will complete a Capstone course to complete the MBA program. The goal of the course is to convey the ideas from all the previous courses into a cohesive whole through an applied project.

Item #	Title	Credits
MBA2606	MBA Capstone: Applied Learning Project	3.0

# Work Integrated Learning Based Internship Program or Elective (0 Units)

Students pursuing the MBA Degree Program are required to pass Sofia University's 0-credit internship class, Work Integrated Learning (WIL). WIL is a graduation requirement and an integral part to a student's degree program. Students are encouraged to take all WIL courses to help them integrate what they are learning into their courses and professional lives.

To qualify for the WIL course, the internship, employment, or volunteer experience must be related to the student's degree program. The course is 0-credits and does not count towards full-time enrollment requirement.

The requirements for students to pass WIL include:

- Complete experience hours designated by program chair by the end of the term
- Successful completion of course assignments
- Active engagement with faculty supervisor

\*International students will need CPT authorization to take this course and must communicate with the International Office ([DSO@sofia.edu](mailto:DSO@sofia.edu)) before engaging in any employment.

How to Apply for WIL

To apply, students must communicate with a Sofia University Faculty Advisor. The following forms are required:

- WIL Application Form
- An employment letter (including the correct start date, work location, job title/description, and hours)

\*F-1 international students must also receive approval from Sofia's International Office ([DSO@sofia.edu](mailto:DSO@sofia.edu)) and a CPT I-20 before engaging in any employment.

After approval, the student will be officially enrolled into the WIL course for the following term.

Item #	Title	Credits
MBAWIL01	Self-Awareness in Business through a Transpersonal Lens	0.0
MBAWIL02	Navigating Decisions and Organizations through Values	0.0
MBAWIL03	Mastering Finance and Operations in the Face of Change	0.0
MBAWIL04	Crafting Your Brand Digitally	0.0
MBAWIL05	Sustainability from Personal Choices to Workplace Impact	0.0
MBAWIL06	Synthesis for Success: Integrating Career Paths and Goals	0.0
MBAWIL07	AI in the Workplace	0.0
MBAWIL08	Finding Mentors: Building Connections that Count	0.0

# Business Data Analytics Concentration (STEM certified)

CIP code 52.1399

This concentration equips students with the advanced analytical skills necessary to drive data-informed decision-making within organizations. Through a blend of theoretical and practical learning, students will develop expertise in data management, business intelligence, and predictive analytics, applying their knowledge to solve complex business problems. The STEM-certified curriculum ensures a strong foundation in quantitative and technical skills, preparing students to excel in a rapidly evolving, data-driven business landscape.

Item #	Title	Credits
MBA7001	Business Intelligence Tools and Applications	3.0
MBA7002	Data Analytics for Business Intelligence	3.0
MBA7003	Big Data and Predictive Analytics	3.0
MBA7004	Data Visualization and Storytelling	3.0

## The Intersection of AI and Business Concentration

This concentration explores the growing convergence between artificial intelligence and business strategy, examining the opportunities and challenges presented by AI in modern organizations. Students will develop a deep understanding of how AI can be harnessed to optimize operations, drive innovation, and gain a competitive edge. The concentration prepares students to navigate the ethical implications of AI and lead effectively in an AI-driven business environment.

Item #	Title	Credits
MBA7005	Foundations of AI Technology for Business	3.0
MBA7006	AI for Business	3.0
MBA7007	Practical AI Technologies	3.0
MBA7008	Capstone AI Project	3.0

## Executive Entrepreneurial Leadership Concentration

This concentration cultivates the strategic mindset and leadership skills necessary to drive innovation, growth, and success in today's fast-paced, competitive business landscape. Students will develop expertise in opportunity recognition, resource management, and stakeholder engagement, learning to navigate complex challenges with an entrepreneurial spirit. The concentration equips students with the knowledge and skills to lead organizations through periods of change, disruption, and growth, preparing them to excel in senior executive roles and as founders of new ventures.

Item #	Title	Credits
MBA7009	Strategic Thinking	3.0
MBA7010	Foundations of Leadership and Management	3.0
MBA7011	Achieving Executive Leadership Excellence	3.0
MBA7012	Leadership Communications	3.0

# Transformative Strategic Leadership Concentration

This concentration focuses on developing visionary leaders who can inspire, influence, and drive transformative change within organizations. Students will explore organizational development frameworks, gaining the tools to identify opportunities, implement innovative solutions, and lead teams through periods of transformation. The concentration emphasizes the importance of emotional intelligence, adaptability, and effective communication, preparing students to excel as strategic leaders in a rapidly evolving global business environment.

Item #	Title	Credits
MBA7013	Leadership and Management of Change Initiatives	3.0
MBA7014	Leading Technology Transformations	3.0
MBA7015	Program and Project Management	3.0
MBA7016	Creating Learning Organizations	3.0

# Global Business Leadership Concentration

This concentration prepares students to navigate the complexities of leading multinational organizations in a globalized world. Through a comprehensive exploration of international supply chains, trade, economics, and leadership, students will develop the skills to effectively manage global organizations, drive growth in emerging markets, and adapt to the unique challenges of global operations. The concentration emphasizes the importance of logistics, capital, and strategic agility, equipping students to excel as global business leaders in an interconnected world.

Item #	Title	Credits
MBA7017	Global Supply Chain Management	3.0
MBA7018	International Trade	3.0
MBA7019	International Economics	3.0
MBA7020	Leading in a Global Business Environment	3.0

# Global Team Leadership Concentration

This concentration equips students with the skills and knowledge to lead diverse, high-performing teams in a global business environment. Through a blend of cultural intelligence training, leadership development, and team dynamics study, students will learn to foster collaboration, communication, and cohesion within multinational teams. The concentration emphasizes the importance of adaptability, empathy, and cross-cultural understanding, preparing students to excel as leaders in an increasingly globalized workforce.

Item #	Title	Credits
MBA7021	Cross-Cultural Team Building	3.0
MBA7022	Global Ethics and Corporate Social Responsibility	3.0
MBA7023	International Legal and Ethical Frameworks for Global Teams	3.0
MBA7024	Team Conflict and Managing Change	3.0
	Total Credits	36

## Notes

## Graduation Requirements

To graduate from Sofia University with a Master of Business Administration and with a concentration, a student must:

- 1) Complete all program requirements successfully
- 2) Complete WIL Internship courses successfully
- 3) Complete a minimum of 36 units for the MBA with the WIL program, 48 units with a concentration, and 60 credit units with two concentrations
- 4) Pay all tuition and fees