

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

## **Degree Type**

Master of Business Administration

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

The Master of Business Administration (MBA) – Work Integrated Learning (WIL) based degree program provides students with comprehensive and well-integrated instruction in business fundamentals and decision making. It focuses on the development of deep self-knowledge and emotional intelligence that benefit managers across a range of business contexts. The program is designed to provide graduates with the knowledge, skills, and transpersonal perspective necessary to foster an organizational culture of value driven, analytics-based decision making in a competitive global strategic environment.

The MBA–WIL program balances the study of traditional business disciplines while focusing on the human dimensions of leadership and management. This approach is teamed with the strategic use of data to ensure a complete understanding of the business through a strategic lens that provides a transformative transpersonal vision of the organization. Core courses provide foundational knowledge of personality and motivation, operations, strategy, law, ethics, and leadership, to guide strategic actions leading to the enhancement of organizational performance and global sustainability. Specialized concentration courses provide in depth studies in the areas of analytics, leadership, and technology innovation.

The MBA program has a pedagogically integrated Work Integrated Learning (WIL) component that allows all students to participate in a career-based work environment that directly maps to the MBA curricula. The WIL program allows students to directly apply their learning in a business environment while being mentored by an experienced faculty member. Within the WIL program, students will learn business, leadership, and communication skills and apply them to their MBA program while developing lessons learned documents, work application summaries, and technical products that reflect on their newly acquired workplace skills. Students will interact weekly with other WIL students to share experiences and provide peer guidance and advice. The work supervisor at the workplace will also be involved in the student’s learning process through comprehensive feedback to assist the student. This communication will be facilitated through the faculty mentor.

Throughout the MBA –WIL program students apply, align, and balance three human strengths in organizational decision-making: rationality and logic (head); emotional intelligence (heart); and deep intuition (soul). Overall, the MBA–WIL program strives to balance business centric principles with sound transpersonal ideals to prepare students to become transformative, innovative leaders in today’s complex global business environment. As a result, students will be well equipped to adapt to changes in global technology to ensure a viable organizational future and sound financial foundation into the 21st century.

## **Program Learning Outcomes**

Upon successful completion of the Master of Business Administration WIL program, students will be able to:

1. Describe how Transpersonal Psychology can help one better understand the world of sustainable global business and become a better ethical decision maker.
2. Apply principles of transpersonal theory to issues in organizational psychology and social media marketing.

3. Discuss the application of Transpersonal theory and transformational development to applied business situations in the student's own work environment. Based on this, discuss how these efforts help create a personal transformation that can serve them well throughout their lives.
4. Describe a communication strategy that uses a variety of media, digital technologies, and genres, emphasizing both the spoken and the written word, that effectively connects with diverse communities.
5. Discuss how thoughtful global leadership, technology, and innovation can support the UN Sustainable Development Goals.
6. Explore multiple methodologies, quantitative, qualitative, case studies, and transpersonal techniques.

### **Degree Requirements**

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

- **21 units in Core Courses**
- **12 units in Advanced Course**
- **3 units in Capstone Course**
- **Work Integrated Learning/Internship Course**

## Core Courses (21 units)

The Core consists of courses that aim to provide students with both the human relations and quantitative decision-making skills to lead business operations.

<b>Item #</b>	<b>Title</b>	<b>Credits</b>
MBA2001	Personality and Motivation	3.0
MBA2002	Positive Psychology for Business	3.0
MBA2003	Decision Science	3.0
MBA3002	Finance	3.0
MBA3005	Operations	3.0
MBA3006	Business Law and Ethics	3.0
MBA3008	Marketing	3.0

## Advanced Courses (12 units)

Advanced courses allow students to explore issues of innovation, technology, and advanced topics in transpersonal psychology, leadership and organizational behavior. There are 4 advanced required courses:

<b>Item #</b>	<b>Title</b>	<b>Credits</b>
MBA4302	Organizational Psychology	3.0
MBA4401	Technology Innovation and Product Management	3.0
MBA4601	Marketing and Consumer Psychology	3.0
MBA4602	Sustainability and Global Leadership	3.0

# MBA Capstone (3 units)

The Capstone is the final component of a student's graduate studies.

Item #	Title	Credits
MBA4001	Capstone	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. Additionally, after completion of the WIL internship class, students have the option to re-enroll in following terms, which will aid them on their continued internship journey while in the MBA program.

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
WIL5000	Full-Time Internship for Business Administration	0.0
<b>Total Credits</b>		<b>36</b>

## Notes

# Graduation Requirements

In order to graduate from Sofia University with the Master of Business Administration a student must:

1. Successfully complete all course requirements
2. Successfully Complete the WIL Internship Course

3. Successfully complete a minimum of 36 units
4. Pay all tuition and fees