

Ph.D. in Business Management,

Minor in Faith-Based Policy

HBI University

Course Duration: 3 years

Credit Hours: 105



Program Description

The Doctor of Philosophy (Ph.D.) in Business Management at HBIU University is designed to prepare students for advanced research, leadership, and implementation in the field of business management. This program emphasizes both theoretical and practical aspects of business, ensuring that graduates are well-equipped to make meaningful contributions to business practices, research, and organizational leadership. Students will engage with core business disciplines such as strategy, organizational behavior, management theory, and leadership development, while also focusing on cutting-edge research methodologies to address complex business challenges.

A notable feature of the program is the Minor in Faith-Based Policy specialization, which offers students specialized training in applying business management principles to faith-based organizations and policies. This track prepares students to address the unique challenges that faith-based organizations face, such as integrating religious principles into organizational management, influencing public policy, and navigating the intersection of faith, business, and social responsibility. Students will explore topics like faith-based leadership, ethical decision-making, and

the development of policies that foster positive social and economic impacts within faith communities.

The program includes foundational courses in business management theory, leadership, organizational dynamics, and strategic planning. Students will also have the opportunity to select electives tailored to their interests, including those that focus on faith-based policy, social entrepreneurship, or global business management. Rigorous training in research methodologies ensures that students are prepared to conduct original, high-level research that advances both academic knowledge and practical business solutions, especially in the context of faith-based and socially responsible organizations.

Admissions Requirements

- Master's degree in a relevant field
- Minimum GPA of 3.0
- GRE scores (if applicable)
- Statement of Purpose (1,000-1,500 words) outlining research interests
- Three letters of recommendation
- Academic writing sample
- Curriculum Vitae (CV) or resume
- Interview with faculty (if required)

Core Foundational Courses (60 Credit Hours)

Course Code	Course Name	Credit Hours
PH.D 701	Advanced Theories in the Field	3
PH.D 702	Applied Research Methods	3
PH.D 703	Leadership and Ethics	3
PH.D 704	Strategic Decision Making	3
PH.D 705	Policy and Governance	3
PH.D 706	Crisis and Risk Management	3
PH.D 707	Innovation in the Field	3
PH.D 708	Global Perspectives	3
PH.D 709	Case Study Analysis	3
PH.D 710	Capstone in the Field	3

Minor in Faith-Based Policy (15 Credit Hours)

Course Code	Course Name	Credit Hours
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MINO 701	Introduction to the Minor Field	3
MINO 702	Ethics and Best Practices	3
MINO 703	Case Studies and Applications	3
MINO 704	Policy and Governance in the Minor	3
MINO 705	Capstone Project in the Minor	3

Research, Dissertation, and Defense (30 Credit Hours)

Course Code	Course Name	Credit Hours
DISR 801	Research Methods in Human Resources	3
DISR 802	Theoretical Frameworks in HR Research	3
DISR 803	Quantitative and Qualitative Research Methods	3
DISR 804	Dissertation Proposal Development	3
DISR 805	Data Collection and Analysis	3
DISR 806	Dissertation Writing: Literature Review	3
DISR 807	Dissertation Writing: Methodology	3
DISR 808	Dissertation Writing: Findings and Analysis	3
DISR 809	Dissertation Defense Preparation	3
DISR 810	Final Dissertation Defense	3

Program Outcomes

- Conduct advanced research in ph.d. in business management.
- Develop expertise in minor in faith-based policy and its applications.
- Lead policy, research, and practical implementation in the field.
- Contribute to academic and industry advancements.

Career Outcomes and Potential Pay Scale

Career Path	Average Salary (Annual)
HR Director (Corporate/Non-Profit)	\$90,000 - \$160,000
Organizational Development Consultant	\$85,000 - \$150,000
Talent Acquisition Specialist	\$75,000 - \$130,000
University Professor (HRM)	\$80,000 - \$140,000
HR Policy Analyst	\$85,000 - \$135,000
Chief Human Resources Officer (CHRO)	\$120,000 - \$250,000