

Competency profile

Purpose and academic profile

3. MSc. in Economics and Business Administration (EBA) in People and Business Development is a research-based graduate level program in business economics. It has an overall focus on the role of leading human resources in business development and transformation broadly understood. It is important that it is not a HR-specialist programme but rather a people management generalist programme, as well as business economic theory and methods. The program focuses particularly on how business enterprises can make economic decisions under uncertainty, and hence make the best use of limited, or scarce, resources, while taking into account an economically, socially and environmentally sustainable development of society.

The specific competency profile is obtained through the combination of core business economics and methodology courses within the programme and the Master's degree thesis, which – unless the student decides to complete a minor - must be written within the specific focus of the programme. The programme provides graduates with long-term thinking and the competencies to handle change and complexity towards sustainable development.

Learning outcomes

Upon completion of the program, the student:

- Has research-based knowledge at the highest international level within business economics
- Can understand and on a scientific basis reflect on the field's knowledge and characterize its practical relevance in a relevant organizational and societal context
- Masters the theories, scientific methods and tools of business economics as well as the general skills linked to employment in broader business contexts
- Can assess and choose among the business economic theories, methods, tools and general skills to solve economic and business problems and ethical dilemmas, and on a scientific basis develop new analytical models and new options
- Can communicate research-based knowledge and discuss professional and scientific issues in a way that make them relevant and comprehensible to peers and non-specialists alike
- Can manage work and development situations that are complex, ambiguous, and unpredictable and that require continuous learning and sometimes new solutions
- Can independently initiate and complete professional and cross-disciplinary collaboration and assume professional responsibility

- Can create value from global connections for local communities
- Can independently assume responsibility for own professional development and specialization
- Has a thorough understanding of the importance of the contexts for people strategy, performance and value management and strategic business transformation, as, for instance, disruption caused by digitalization.
- Has HRM business analytic capabilities needed to take a central leadership role in business development and transformation processes.
- Has solid analytical competences based on quantitative and qualitative analyses. This includes an analytic capability of combining theoretical and practical understanding of HRM-policies, processes and practices, with an understanding of the specific needs and logics of specific organizational contexts.
- Can change competences this includes the understanding of the societal, strategic, economic and technology drivers of business transformation and the organization of work (digitalization and other drivers). And the ability to lead, facilitate and organize HRM in the support of processes of organizational change and transformation.
- Has strong data processing skills the ability to and be motivated by coping with multiple and complex data sources in analyzing complex problems of HR and business development related topics also when unequivocal results are hard to obtain
- Has a strong tool box including powerful conceptual frameworks helpful in analyzing HR and business development problems. This includes building a curious, ethical and critical scientific mindset and practice that takes the role of multiple stakeholders into consideration
- Has the ability to develop relevant and sustainable people strategies, business development and organizational designs, taking the organizational local and global context into consideration