



Master in Business Administration (MBA)



PROSPECTUS
September 2018 - November 2019

Message from the Director of MIM

The Mediterranean Institute of Management (MIM) was established in 1976 with the aim to provide high quality programmes in the field of Management. This original aim remains unchanged, shapes our policies and drives our efforts towards innovation and improvement.

Throughout the 42 years that have elapsed since its establishment, the MIM has witnessed many changes not just in the field of Management itself but also in the economy, the labour market and the area of education and training. As these factors change so do the challenges we need to address and the needs of managers and companies/organisations.

It is neither possible nor logical to suppose that we can use the same tools and methods that were current in the past to create the present day managers. There are new needs to be satisfied, new challenges to be addressed and new demands to be met. Acknowledging these undeniable facts, the MIM introduces new models of teaching and enriches its programmes with up-to-date modules.

We do not aspire to be just a Business School-this could in fact be falling short of an aspiration! On the contrary, we aspire to provide our students with the skills and knowledge that will give them an advantage when seeking employment and will make them stand out and excel as managers. Our hope and even demand from ourselves is that our students, upon graduation, go on to become visionaries, innovators, motivators, leaders.

We are proud of what we have achieved so far and for the contribution we have made to the academic and business environment in Cyprus. Every obstacle we had to overcome and every difficulty we had to face has only led to improvement and progress. Our success is not the end of the road; it is the stepping stone for the future.

We invite you all to partake in our new endeavors, become a member of the ever-expanding family of the MIM and be part of its history.

Dinos Kathijotis





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"MIM has been an inspiring and fulfilling experience for me, and I feel that it actually changes, in a positive manner, the way you deal with occurring obstacles and difficulties, and in the way you approach life itself! The time shared with our classmates and teachers will always be treasured... and the topics covered and analyzed in MIM classes enrich our way of facing new challenges ahead. Furthermore, the experience of an internship in a local Business was truly valuable and unforgettable. I will always be thankful to all my MIM teachers and staff who were there for us in every step of the way!"

Matina Efstathiou, Class of 2013/2014

"The time has passed so fast and I can conclude with certainty that the aftermath finds me pleased to have chosen to study the MBA course at the Mediterranean Institute of Management (MIM). The course enhanced our academic knowledge in a sphere of ways as well as our personal development through its team building & team bonding activities, leadership, presenting as well as creativity skills. I had the honour to be the president and representative of the institute students in the extra curriculum activities; an unforgettable experience, from which I benefited a lot in numerous ways. If I could turn the time back I would again re-choose the MIM for studying the Masters of Business Administration!"

Nikolas Athinis, Class of 2015/2016



The Mediterranean Institute of Management

The Mediterranean Institute of Management (MIM) was established in 1976. It constitutes the international component of the Cyprus Productivity Centre (CPC), a Department of the Ministry of Labour, Welfare and Social Insurance (MLWSI).

The MIM is a public institution of tertiary education under the MLWSI in line with the articles 1 till 13 of the Institutions of Tertiary Education Laws 1996 to 2013. The MIM is the first business school in Cyprus.

The Council of Ministers of the Republic of Cyprus by its decision 78.508 of the 11th of March 2015 has appointed the members of the Council of the MIM in line with the article 6 of the Institutions of Tertiary Education Laws 1996 to 2013.

The Council of the MIM advises the director of the MIM on every matter concerning the operation of the Institute and, in particular, the educational programmes and specialisation courses of the Institute, the budget thereof and on any other matter referred to it by the director of the Institute.

The MIM provides high quality management education for existing or future managers through two postgraduate programmes; the evening Master in Business Administration (MBA) of 14 months duration, which is taught in English and is intended for Cypriot and international university graduates, and the evening part-time Master in Business Administration (MBA) or Master in Public Administration (MPA) both of 20 months duration, which is taught in Greek and is intended only for Cypriot and Greek university graduates.

The Master in Business Administration Programme

This Master in Business Administration (MBA) programme offers students, from a variety of academic backgrounds, the opportunity to prepare for a managerial career. Its overall objective is to provide students with a sound framework of concepts, analytical methods and techniques that will enable them to execute effectively their managerial duties.

The unemployed students are also given the opportunity for work-based learning at a management post within a host organisation (Internship) with the objective of making them more attractive to prospective employers.



Programme Description

The evening MBA Programme is of fourteen months duration (the course subjects are offered in three terms from September till June). The classes are conducted four times a week between 5-9 p.m. Its content was revised and updated in order to reflect developments in the academic curricula worldwide and in response to the demands of the economic developments in the labour market. The programme is taught in English.

Coursework includes lectures, workshops, tutorials, role play exercises, video presentations, and case studies. All students are required to undertake a project in the area of their interest and submit a relevant dissertation.

Unemployed students are given the opportunity for work-based learning at a management post within a host organisation. Students are also given the opportunity to further enhance their managerial skills by focusing on the topic of their final project

The MBA Programme comprises 19 different subjects. For the award of the degree the students are required to successfully complete at least 110 out of the 115 ECTS units offered: 90 ECTS through the subjects and 20 ECTS through the Dissertation.



Programme Structure

a/a	Subjects	Hours	ECTS	Code
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FIRST TERM

1	General Management	24	5	GMG101
2	Human Resource Management	36	7	HRM102
3	Marketing Management	36	7	MMG103
4	Financial Accounting	24	5	FAC105
5	Personal Development	24	5	PDP106
6	Quantitative Methods for Business	20	4	QMB107

SECOND TERM

7	Production & Operations Management	36	7	POM201
8	Quality Management	24	5	QMG202
9	Managerial Accounting	24	5	MAC203
10	Marketing Tools and Techniques	24	5	MTT204
11	Research Methodology & Dissertation Writing	24	5	RSD205
12	Economics	24	5	ECO104

THIRD TERM

13	Finance	24	5	FIN301
14	Strategic Management	24	5	STM303
15	Entrepreneurship	24	5	ENT304
16	Business Law	12	2	BLW305
17	Project Management	24	5	PMG307
18	Organisational Behaviour	20	4	ORB310
19	Feasibility Studies	20	4	FBS309
	Dissertation work		20	DIS500

Programme Schedule for 2018/2019

First Term

- Starting : 24 September 2018
- Ending : 5 December 2018
- Examinations : 10 – 21 December 2018

Second Term

- Starting : 7 January 2019
- Ending : 15 March 2019
- Examinations : 18 March – 2 April 2019

Third Term

- Starting : 8 April 2019
- Ending : 26 June 2019
- Examinations : 1 July – 15 July 2019

Schedule of lectures:

Monday, Wednesday, Thursday, Friday, 17:00-21:00
(there might be some changes depending on the needs
of the Programme)

Submission of Dissertation:

October 2019 – date to be announced

Graduation Ceremony:

November 2019 – date to be announced

Participant profile

University graduates who do not possess a postgraduate degree in Management or Business Administration.



Courses Description

FIRST TERM



General Management

The objective of this course is to introduce students to management and organisational concepts, as well as to current trends and issues of management. The course explains and analyses the basic management functions of Planning, Organising, Leading and Controlling and introduces students to the environment of management, the management process, and available techniques used by managers in managing a business.

Human Resource Management

This course aims at building knowledge and providing practice in the various HR techniques, as well as providing students with a background and perspective that will help them to develop successful career strategies. It furthermore builds knowledge and provides practice in techniques of collecting and analysing data for the purpose of resolving issues directly related to human resource management.

Marketing Management

The main objective of this course is to give a comprehensive and rigorous introduction to the theory and applications of modern marketing. The course includes topics such as the critical role of marketing in organisations and society, strategic marketing, buyer behaviour, market segmentation, product life cycle, pricing, distribution and promotion decisions, and organising, implementing and controlling the marketing effort.

Quantitative Methods for Business

Through this course students will familiarize themselves with all stages of the statistical procedure through collection, organization, analysis but also inference (drawing of conclusions) so that they can plan and execute a statistical research but also critically evaluate statistical researches performed by others.

Financial Accounting

The course explains the main principles of accounting, including the accounting equation and the double entry system and exposes students to financial statements (i.e. Income Statement, Balance Sheet) and to post Trial Balance adjustments and the completion of the accounting cycle. The course helps students understand the nature and the accounts of a merchandising business and the purpose of ratio analysis.

Personal Development

The main objective of this course is to provide students with an understanding of the modern principles that lead to business leadership. Through the course, students will develop self-concept, get on the fast track to achieving their goals and learn how to deal with time and productivity wasters.

SECOND TERM



Economics

The objective of this course is to provide students with knowledge on basic economic theory and analytical tools relating to the most important economic problems both at the macro as well as the micro level. Some of the topics covered are the law of supply and demand, cost analysis, monopoly and oligopoly, factors of production, calculation of GNP, growth, inflation, pricing and unemployment.

Production & Operations Management

This course is planned to expose students to basic functions of systems producing goods or delivering services. Students will review and learn how to apply various techniques for planning, scheduling, and controlling at different organisational levels. Emphasis will be given on the application of manufacturing and operation management practices and tools in business examples. Through business case studies, students will be in a position to apply the concepts of operations planning and control and be able to link business strategy with manufacturing and operations strategy.

Quality Management

The objective of this course is to introduce students to the basic concepts of Quality Management and to familiarise them with various

techniques, methods, models and tools used in the scientific approach to the analysis and solution of quality-related management problems. The course is highly interactive and enables students to acquire an operational knowledge of the modern approach to problem solving for continuous improvement, both crucial in enhancing the competitiveness of an enterprise.

Managerial Accounting

This course introduces students to the area of managerial accounting and the fundamental managerial accounting concepts. Students are exposed to managerial methods and techniques in performing the major functions of planning, controlling, directing and decision making. It also provides knowledge of basic cost terminology, cost and CVP analysis and budget preparation.

Marketing Tools & Techniques

As a continuation of the Marketing Management course of the 1st term, the course aims at giving the students the opportunity to put Marketing Research knowledge acquired, into practice through the design and execution, in small groups, of an actual research project. The course demonstrates how a research project is designed, executed and/or supervised and enables students to understand if/when research, is the appropriate tool to handle a marketing problem and/or make a marketing decision. Additionally, students are introduced to tools and techniques of Promotion, to render them capable of designing/implementing promotion strategies.

Research Methodology & Dissertation Writing

The major objective of this course is to render students capable of designing, carrying out and completing a research project. Basic research concepts and practices applied in solving business problems are studied, and practical advice, guidelines and instructions are given, to assist students in writing and presenting their final dissertation.

THIRD TERM



Finance

The main objective of this course is the thorough study of the proper financial management of a corporation. Students are placed in the position of a financial manager and are asked to make decisions on planning, acquiring, and allocating funds for “their” business. Upon completion of the course students are able to understand the way firms finance, invest and manage themselves in the real market, how they analyse investment decisions and understand the choice of capital structure and its implications for the value of the firm.

Project Management

The course is designed to help students appreciate the issues and methodologies involved in managing major projects, by drawing on a wide range of practical experience in project management. Students will be exposed to practical project management techniques and tools.

Strategic Management

The course provides an understanding of strategic analysis, strategic decision making and the strategic process within and between organisations. As a result, students are able to critically appraise, evaluate and discuss strategic decisions and the management challenges involved in managing change and implementing strategic plans.

Entrepreneurship

The main objective of the unit is to enable students to identify, appreciate, and assess the attitudes and skills of an entrepreneur and develop the necessary skills for business start-up in today's challenging business environment.

Business Law

This course is intended to help students attain a basic understanding of the Cyprus legal system particularly in relation to the operation of businesses.

Organisational Behaviour

This course addresses concepts and theories from a variety of disciplines, such as psychology, sociology, social psychology, anthropology and political. This interdisciplinary approach will challenge the student to integrate knowledge from the aforementioned topics. The MBA students will develop among others, interpersonal and communication skills, as well as decision making skills.

Feasibility Studies

The primary objective of the course is to introduce the feasibility studies and make students adept in the process of testing and validating new business ideas in the market place.

The course introduces the different methods of financial analysis and valuation in a feasibility study and explains and analyses the main areas of analysis in a feasibility study.

Internship

Unemployed students are given the opportunity for work-based learning within a host organization, so as to enhance their managerial skills through experience on all aspects of business management. This provides them with the opportunity to put theory into practice.

Dissertation

All students are required to prepare and submit a dissertation.

Admission Requirements

Basic admission requirements:

- University degree or equivalent qualification in any subject.
- Very good command of the English language (Graduates from non-English speaking universities will be asked to provide proof of fluency in English).
- Success in the entrance examination (aptitude tests) conducted by the MIM.
- Foreign applicants who do not reside in Cyprus may, at the discretion of the MIM Administrative Committee, be exempted from the entrance examination.



Application Procedure

Graduates wishing to apply for admission to the MIM must complete the application form available online at www.mim.ac.cy

The Application Form must be completed and submitted to the MIM by **12 September 2018 (for non EU applicants by 2 July 2018)**, at the latest, accompanied by the following documents:

- A copy of the University degree or equivalent qualification in any subject or a statement of expected graduation on a date preceding the commencement date of the MIM MBA Programme.
- Proof of very good command of the english language (for non-english speaking university graduates), such as an English Proficiency Examination Certificate (GCE, TOEFL, IELTS, etc.).

All non EU Applicants who wish to study at the MIM must submit a number of documents and certificates (described on the MIM website for International Students) to the MIM Secretariat, so as to obtain a student visa.

Entrance Examination

All applicants who meet the admission requirements receive invitation to the examination.

Final selection is based on the results of the entrance examination for all applicants who apply.

The date of the entrance examination for the MBA Programme for the 2018/2019 academic year is the 15th of September 2018.

Internship Arrangements

During the first term of the Programme, the MIM arranges meetings with participating organisations that host the unemployed students during the internship training. Effort is made to match students' interests/preferences with the type of business/ organisation offering the training.

Scholarships for Overseas Students

In recent years, a number of scholarships were offered to participants from the Commonwealth, as well as from other countries in Africa, Asia and Europe, to study at the MIM. Prospective students are urged to investigate this possibility with various Governments/organisations/funds for technical cooperation etc. A great number of scholarship schemes are available both within as well as outside the EU.

Other Relevant Information

Tuition Fees

Tuition fees for the 2018/2019 Programme are €3.426, payable in three equal installments of €1.142 each, at the beginning of each term. Permanent residents of the Republic of Cyprus can qualify to receive a grant of up to €2.565 provided by the Ministry of Education and Culture.

Other Expenses

Living expenses (housing, food, books and incidentals) for a 12-month stay in Cyprus would be approximately between €8.000 and €9.000.

Academic Facilities

Library

The MIM library has a comprehensive collection of text books, journals, government publications and DVDs relevant to management and it offers reference and lending facilities. A number of online sources and data banks are also available to students.

Computer Services

Two modern, fully equipped computer labs with internet access are available for scheduled classes, and for free/open use by the students. Free Wi-Fi is also available on the MIM premises.

Athletic Centre

Students can use the facilities and equipment of the former Higher Technical Institute (HTI) Athletic Centre.

Erasmus+ at MIM

The MIM has been awarded the Erasmus Charter for Higher Education for the Erasmus+ Programme 2014-2020 which is the EU Programme in the fields of education, training, youth and sport.

Erasmus+ offers the opportunity for higher education institutions to send students and staff abroad to study, teach, or train at participating institutions, as well as to participate in a traineeship. MIM can also host incoming students and staff from abroad.

Each student can participate in mobility actions totaling up to 12 months per academic cycle independently of the type and number of mobility activities undertaken.

All information about the MIM's Erasmus+ Charter, activities and on-going news and updates are published on the official website at www.mim.ac.cy. Students can benefit from Erasmus in many different ways, and the MIM Erasmus Office can help you decide which option is the best for you.

Contact person:

Ms Elena Christodoulidou

Erasmus Officer

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Mr. Kyprianos (Akis) Nicolaides, MIM Manager, addressing the 2017 Graduation Ceremony



Graduates of the 2015/2016 MBA Programme



Dr Kyriacos Hadjiyiannis, Chairman of the Parliamentary Committee on Educational Affairs, addressing the 2017 Graduation Ceremony



The Graduates of the 2015/2016 Master Programmes with the Minister of the MLWSI, the MIM Director and the MIM Academic Staff



Ms Eleni Stylianou receiving an Award by the Human Resources Manager of the Vasiliko Cement, Ms Payona Liggou



Ms Georgia Theophanous receiving an Award by the representative of the Cyprus Cooperative Bank, Mr. Andreas Proxenos

The MIM Council

Vasiliki Hadjiadamou (President)	<i>Senior Productivity Officer</i>	Cyprus Productivity Centre
Kyprianos Nicolaides (Vice President)	<i>MIM Manager</i>	Cyprus Productivity Centre
Marios Michaelides	<i>Head of CAPA</i>	Cyprus Academy of Public Administration (CAPA)
Dr Eleni Meli	<i>Retired First Officer</i>	Ministry of Education and Culture
Ioanna Kleanthous	<i>Director of Planning</i>	Directorate General for European Programmes, Coordination and Development
Giannis Mourouzidis	<i>Director of Research and Planning</i>	Human Resource Development Authority
Paraskevas Anastasiou	<i>Head of Energy Policy Department</i>	Cyprus Employers and Industrialists Federation
Othonas Theodoulou	<i>President</i>	Chamber of Commerce & Industry, Larnaca
George Matheopoulos	<i>Administrative Officer A'</i>	Nicosia District Administration
Dr Panagiotis Aggelides	<i>Professor</i>	University of Nicosia
Dr Maria Iliophotou	<i>Associate Professor</i>	University of Cyprus

Faculty of the MIM

The faculty is composed by the MIM's permanent staff and external lecturers

Permanent Staff

Dinos Kathijotis (*Director*)

(Personal Development,
Organisational Behaviour)

Akis Nicolaides (*MIM Manager*)

(Quality Management)

Antonis Aniftos

Maria Nicolaou-Christou

Vasiliki Hadjiadamou

Nicos Philippou

Dr George Horattas

Katia Kalogeri-Demetriou

Dr Christopher Markides

Melina Neophytou

Zenonas Clerides

Christiana Christodoulou

Sophia Evripidou

Vanthoulla Panayi-Antoniadou

Andreas Stylianou

Christos Ciccios-Capetanios

Elena Christodoulidou

Katerina Kokkinou

Dr Pavlos Panayi

External Lecturers

Dr Melita Charitou	(Financial Accounting, Managerial Accounting, Finance)
Dr Maria Michailidis	(Human Resource Management)
Dr Daina Nicolaou – Anastasiou	(Marketing Management, Marketing Tools and Techniques)
Ms Annita Petrou	(Personal Development)
Dr Andreas Efstathiades	(Production & Operations Management, Project Management)
Dr Spyros Hadjidakis	(Economics)
Mr George Kokou	(Entrepreneurship)
Mr Pavlos Josephides	(General Management, Strategic Management, Feasibility Studies)
Dr Paris Vogazianos	(Research Methodology & Dissertation Writing, Quantitative Methods for Business)
Mr Stylianos Christophorou	(Business Law)



Contact Details

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