



The University of Papua New Guinea

SCHOOL OF BUSINESS AND PUBLIC POLICY



Postgraduate Studies
Prospectus

2027



The University of Papua New Guinea

School of Business and Public Policy

(Creating Innovative Leaders for Nation Building)

POSTGRADUATE STUDIES PROSPECTUS-2027

- Graduate Diploma in Economic and Public Policy (GDEPP), leading to Master of Economic and Public Policy (MEPP)

- Executive Master of Business Administration (EMBA)
- MBA CPA-PNG
- Master of Human Resource Management (MHRM)
- Master of Economic and Public Policy (MEPP)

- Doctor of Philosophy (Ph.D.)

UPNG

The Innovative, Global University of Papua New Guinea and the Pacific Region

First published in June 2024

© The University of Papua New Guinea

The University of Papua New Guinea (UPNG) is an independent, statutory Institution of Higher Education that was established by The University of Papua New Guinea Ordinance 1965, confirmed by the *University Act 1983*, and amended by the *University Act (Chapter 169)* in 2000.

The University of Papua New Guinea
P.O. Box 320
UNIVERSITY. NCD. 134
Papua New Guinea

Any requests to reproduce or use any part of the document for research purposes should be directed to

The Vice-Chancellor
The University of Papua New Guinea.

Tel: (675) 326 7142
Fax: (675) 326 7187
Email: ycoffice@upng.ac.pg
Website: www.upng.ac.pg

ABCDE 2026543

Printed by The University Printery, Waigani

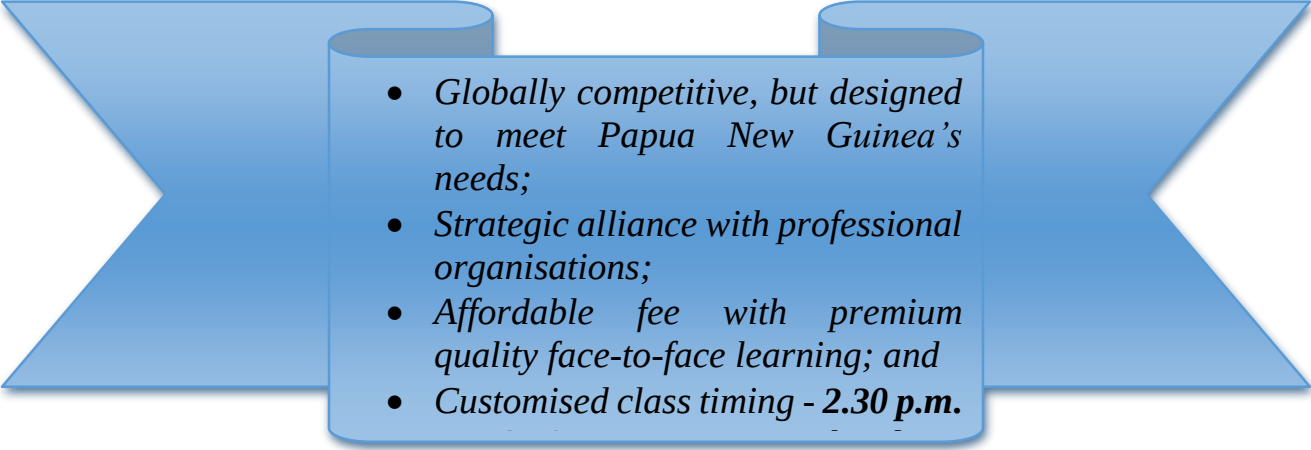
Contents

School of Business Public Policy's Disciplines Operational Features	iv
Message from the Executive Dean	1
Message from the Deputy Executive Dean and PGS Convenor	3
Message from the Deputy Executive Dean (Planning and Resources)	4
The University of Papua New Guinea (UPNG)	6
School of Business and Public Policy (SBPP)	7
Executive MBA Program	9
Coherent Programs within the MBA	11
MBA – CPA Program	11
Master of Human Resource Management (MHRM)	12
Graduate Diploma in Economic and Public Policy (GDEPP) Leading to a Master of Economic and Public Policy (MEPP)	14
Public Sector Leadership Scholarships (PSLS)	16
Graduate Diploma in Corporate Governance ((GDCG)	17
Doctor of Philosophy	19
Contact Details	19
Public Sector Leadership Scholarships Application.....	20
Profiles of Postgraduate Studies Staff	21
Annexure: Public Categories	27

School of Business and Public Policy's Disciplines

- Accounting
- Banking & Finance
- Business Management
- Economics
- Human Resource Management
- Public Policy Management
- Strategic Management
- Tourism and Hospitality Management

School of Business and Public Policy's Operational Features

- 
- *Globally competitive, but designed to meet Papua New Guinea's needs;*
 - *Strategic alliance with professional organisations;*
 - *Affordable fee with premium quality face-to-face learning; and*
 - *Customised class timing - 2.30 p.m.*

Message from the Acting Executive Dean

Whether you are thinking of visiting us, becoming a student in one of our programs, or just being a partner, the School of Business and Public Policy (SBPP) will be most happy to host you.



You will be part of a progressive and leading School that combines the best of business and public policy in its curriculum and teaching. You will enjoy the comfort of our modern teaching and research amenities, our friendship and support, and the eclectic environment of intellectual exchange and discourse.

We foster an environment of self-discovery, continuous learning, and critical inquiry. Students are encouraged to take ownership of their own studies, and excel, discover knowledge, and provide answers to some of the most intriguing questions about the economy, business, and public policy. The driving culture in our School is one of mutual respect, hard work, collective learning, and academic excellence. The quality and demand on our postgraduate programs - some of which are the only ones of their kind in PNG - reflect our philosophy of mounting internationally recognised programs here in the country. The fact that our School has attracted more than 19 000 applicants in the 2022 academic year for our undergraduate programs - a record which has surpassed all other School or Faculty enrolments in any university in PNG - is a clear indication that the SBPP is one of the most sought after Schools among PNG universities. In the corporate section and the government, students from our postgraduate programs continue to make it to the top of the ladder, hold executive management positions, and contribute to nation-building in various capacities, which is our achievement of which we are proud.

Our School prides itself as having the best learning facilities, and students can expect to be taught by some of the best academics, with modern teaching aids and support facilities expected in any modern university. Our new, world-class SBPP building, together with our lecture theatres, have already become the hub for high quality teaching and learning, and have also been a centre-point for meetings and conferences for our external partners and stakeholders. The recently completed submarine cable connecting PNG and Australia will certainly expand the internet bandwidth and will be a game changer for teaching and learning - thanks to our Australian partners. At the SBPP, we are ready to maximise the opportunities afforded by a high-speed internet, and cannot wait to upscale our IT infrastructure for better teaching and learning.

We continue to invest our time and efforts in building alliances and international collaboration to improve the quality of teaching and research, and the results have been immensely rewarding. A key partner has been the Development Policy Centre at the Crawford School of Public Policy, ANU, whose staff are embedded in the School to help teach and raise the quality of our undergraduate and postgraduate programs to world class. The same mutual cooperation between the School and the ANU has seen the joint hosting of the flagship conference, PNG Update, at UPNG, an increase in collaborative research, and the training of our academic staff at the postgraduate level at the ANU.

We continue to consolidate our partnership with the Australian Government through the Australian High Commission, and various other partners such as the ANU, the University of Queensland, the Chartered Institute of Public Finance and Accountants UK, the Bank of Papua New Guinea, ExxonMobil (PNG), the Department of Finance, and the PNG

Defence Force, to name a few. Many more organisations are showing interest and are coming on board. The growth of the School and the significant progress made in the quality of teaching and learning is evidence of the material and financial support that we have received from these organisations and many of our partners.

We believe in building PNG beyond the borders of UPNG, and have a strong commitment to UPNG's mission of developing PNG. This is evidenced by the School's strong capacity building portfolio that extends beyond the precinct of the university, and into the government and the public service. Several of our senior staff members continue to provide strategic policy advice to government, and are participants in key advisory panels in government and professional bodies. The experiences gained are put back into teaching, which enriches our students' learning. Our staff continue to train public servants directly in the workplace through a range of academic programs as part of our capacity building efforts. This is in addition to our normal academic programs within the School and the university. Through that initiative, we have been able to build and consolidate alliances, draw expertise from within the public service to come and help teach our programs, and cross-fertilise learning in the public service and the university.

When you join the SBPP, you will be part of a vibrant team of staff and students that are constantly pushing the boundaries of learning, and you will be involved in many of our programs that we know will not only challenge you academically, but will also build your passion for extra-curricular learning and giving, networking, and nation-building.

So welcome aboard, you have chosen the right University and School!

Dr. Lawrence Sause

Acting Executive Dean,
Deputy Executive Dean (Planning and Resources),
School of Business and Public Policy.

Message from the Deputy Executive Dean

'Change is the end result of all true learning'

Greetings from the desk of the Dean of Academic Quality Office and Deputy Executive Dean, of the School of Business and Public Policy!

It is our pleasure to welcome you all to the School of Business and Public Policy (SBPP) at The University of Papua New Guinea and to the SBPP's Postgraduate Programs.

Education and learning are a lifelong journey. Learning does not have any time limit or geographical borders, and can take place at anytime and anywhere. In recent times, globalisation and the revolution in information technology, together with the situation arising from the Covid-19 pandemic, are posing unprecedented challenges to the entire world, to change the way in which we carry out our day-to-day and professional activities. Sharpening our skills through further education and continuous learning are the keys to surviving these challenges.

The School always embraces these challenges by modifying our programs and course offerings, and teaching techniques in order to suit contemporary needs. Members of the SBPP "family", both staff and students, are conversant with the changes which are arising from any challenge. This is SBPP Culture!!

SBPP's postgraduate programs are home-grown, but are globally relevant and recognized. Our programs are designed to blend current and relevant knowledge in the field, with local content, that aims to serve developed and developing nations, such as Papua New Guinea. Currently, the School is offering a Graduate Diploma in Corporate Governance (GDCG), Graduate Diploma in Economic and Public Policy (GDEPP) leading to a Master of Economic and Public Policy (MEPP), Executive Master of Business Administration (EMBA), MBA-CPA, Master of Human Resource Management (MHRM), and limited space for Doctoral (Ph.D. and DBA) studies.

Postgraduate programs in the School are designed to serve the needs and conveniences of working executives. Accordingly, the postgraduate programs can be pursued, either on a full-time or a part-time basis, subject to the offerings of the School. Students are advised to consult with the program convener of SBPP's Postgraduate Studies for further information.

In order to be successful in your chosen academic program, you need to plan and pursue confidently and pro-actively. Believe in yourself and set and follow high personal and academic goals. To prove yourself in the SBPP environment, you need to complete your tasks.

Make yourself a well-rounded person. Consider all four dimensions of life as you strive to educate yourself – physical, spiritual, intellectual, and social. Spend time each day developing each of these four dimensions.

Once again, we welcome you and wish you all the success in your academic journey.

Prof. Ponnusamy Manohar

Associate Dean of Academic Quality,
Deputy Executive Dean (Academic and Students Affairs)
School of Business and Public Policy



Message from the Postgraduate Studies Convenor



Greetings from the School of Business and Public Policy of The University of Papua New Guinea!

As the Convenor of the Postgraduate Studies at our esteemed institution, it is my privilege to welcome you to explore the diverse and enriching programs we offer. Our postgraduate programs are designed to equip you with the skills and knowledge required to excel in today's dynamic and rapidly evolving world. I would like to highlight some key aspects that set our programs apart and the importance of pursuing postgraduate studies.

In an era where technology is revolutionizing industries and business practices, staying updated with the latest advancements is crucial. Our programs, including the Executive Master of Business Administration (EMBA), Master of Human Resource Management, and Master of Economics and Public Policy, are meticulously crafted to provide you with cutting-edge knowledge and leadership skills. We focus on nurturing leaders who can leverage technology to drive innovation, efficiency, and strategic growth in their organizations.

In today's business environment, Corporate Social Responsibility (CSR) and Corporate Governance have become integral components of sustainable business practices. Our Graduate Diploma in Corporate Governance and other related programs emphasize the importance of ethical leadership, transparency, and accountability. We prepare our students to lead organizations that are not only profitable but also responsible towards society and the environment. Understanding and implementing strong corporate governance practices is vital for building trust with stakeholders and ensuring long-term success.

Postgraduate education is a cornerstone of human capacity building. It empowers individuals with advanced knowledge and skills, fostering critical thinking and problem-solving abilities. Our programs are designed to develop experts who can contribute significantly to their fields and society. Whether you are interested in human resource management, economics, public policy, or corporate governance, our courses provide you with the theoretical and practical expertise needed to excel.

Our postgraduate programs play a crucial role in developing professionals who can contribute to economic growth and sustainability. The Master of Economics and Public Policy, for instance, equips students with a deep understanding of economic principles and public policy formulation. Graduates from our programs are well-prepared to influence policy decisions, drive economic development, and promote sustainable practices within their organizations and communities.

We offer various Graduate Diploma Programs, Master programs and Doctorate programs. Each program is tailored to meet the evolving demands of the industry and provides a

comprehensive curriculum that combines theoretical knowledge with practical application.

We invite you to join our postgraduate programs and embark on a journey of personal and professional growth. Our faculty comprises experienced academics and industry professionals dedicated to providing you with an exceptional learning experience. By choosing to pursue postgraduate studies with us, you are making a commitment to excellence and a positive impact on your career and society.

We look forward to welcoming you to our vibrant academic community and supporting you in achieving your aspirations.

Dr. Suresh Babu Nagarajan
Postgraduate Studies Convenor,
School of Business and Public Policy

The University of Papua New Guinea (UPNG)

The University of Papua New Guinea is prominently located in the heart of Port Moresby, the nation's capital. The Waigani Campus, with a land area of approximately 405 hectares, serves as the administrative headquarters of the University and is home to four Schools: the School of Business and Public Policy, the School of Humanities and Social Sciences, the School of Law, and the School of Natural and Physical Sciences.

In addition, there are University Open Campuses and University Centres in a number of provinces, which are jointly run by the UPNG Open College and the respective Provincial Governments.

UPNG also has a 19-hectare, multi-disciplinary, marine research station on the historical site, Motupore Island, outside of Port Moresby. Motupore Island is located adjacent to the popular Loloata Island Resort, and is serviced by the Tahira Marine Centre, which is located onshore.

The various Schools of the University comprise Divisions, Strands, or Disciplines, with an emphasis on knowledge that is relevant to, and aligned with, the needs of Papua New Guinea.

The Vision and Mission Statements of the University are given below:

Vision Statement: The Vision of The University of Papua New Guinea is to be the Premier University dedicated to excellence and providing quality education, research, and service to Papua New Guinea and the Pacific.

Mission Statement: The Mission of The University of Papua New Guinea is to deliver excellent education and research results for nation building and global advancement towards an innovative and empowered society.

OBJECTIVES: The objectives of the University, as expressed in the *University Act (Chapter 169)*, are to:

1. Be dedicated to the pursuit, advancement, and dissemination of knowledge, understanding, and wisdom; and
2. Pursue the objectives specified in Subsection (1), the University shall be mindful of the manpower and other needs of Papua New Guinea and shall endeavour, by the example of its corporate life, academic achievements, and professional excellence, to promote national well-being and progress.

The University's Facilities

In order to provide adequate support for all of the students, a vast range of facilities and services are available:

Libraries: There are two main libraries that serve the needs of the students, lecturers, researchers, and stakeholders of the University. The Michael Somare Library, which is located at the Waigani Campus, has collections of materials that are relevant for the four Schools – Business and Public Policy, Humanities and Social Sciences, Law, and Natural and Physical Sciences. It has some 500 000 books on various fields and more than 2 000 online journals and print editions of journals. The Law section's collections of 25 000 volumes are noteworthy, with strength in Pacific and Common Law jurisdictions. The Michael Somare Library subscribes to many online journals and resources.

The Michael Somare Library has an excellent coverage for all Papua New Guinea, the Pacific Region, and Third World topics. There is a separate New Guinea Collection in which one copy of everything published about Papua New Guinea and Irian Jaya is placed. It has a unique collection of early photographs, which are heavily used for publication purposes.

Other facilities include a newspaper reading area, a paperback browsing collection, new-book displays, an e-library/e-books section, a photocopying service, micro-filming, access to microfilm readers, tape-slide viewers, and loop playing machines and videos. Frequent exhibitions are mounted in the Michael Somare Library. The School also has its own library which serves the needs of the School students and staff. This has the latest collection of a range of resources.

University Bookshop: A range of recommended textbooks written by local and international authors is always available in the bookshop. The University Bookshop is located in the Gunther Building at the Waigani Campus. Its primary role is to provide textbooks and stationery for the students and staff of the University. It also serves the public as a general bookshop and supplier.

University Health Clinic: A medical-cum-dental clinic is situated at the Waigani Campus. It provides basic health services such as consultations, immunisation, and treatment for common diseases, for students, staff, and their families, as well as for members of the public from the surrounding communities.

School of Business and Public Policy (SBPP)

The School of Business and Public Policy (SBPP) is the only School of its kind in Papua New Guinea that blends business and economic disciplines, and public policy under one school cluster. The School offers a range of undergraduate and postgraduate programs in the fields of accounting, banking and finance, business management, economics, human resource management, public policy management, strategic management, and tourism and hospitality management. Established in 2002, the School has experienced unprecedented growth in its undergraduate and postgraduate portfolios, and some of its postgraduate programs are novel and unique, and are designed to meet the contemporary needs of private and public sector organisations in Papua New Guinea.

The SBPP has positioned itself as a leading business School in PNG, and is one of the emerging Schools of Business and Management in the Asia-Pacific Region. The School was the recipient of the prestigious Commonwealth of Learning Award for its management program in 2004. The School has been voted as one of the top 1 000 business schools in the world and the best business school in Papua New Guinea with significant regional impact (two palms grade) through Eduniversal International Scientific Committee (visit www.eduniversal.net). The School is a member of the Prestigious Association of Asia-Pacific Business Schools (AAPBS), and has been awarded two Stars by the Asian Associations of School of Business International.

The School currently offers Bachelor programs in Accounting, Public Finance and Accountancy, Banking & Finance, Business Management, Economics, Human Resources Management, Public Policy Management, Strategic Management, Tourism and Hospitality Management, and Masters Programs such as, the Executive Master of Business Administration, Master of Human Resource Management, Graduate Diploma in Economic and Public Policy (GDEPP) leading to Master of Economic and Public Policy, and a Graduate Diploma in Corporate Governance. In addition, the School proposes to offer a Doctoral Program in Business Administration (DBA).

Our programs are continually being assessed externally through arrangements with Universities in Canada, Europe, India, Singapore, Fiji, New Zealand, and Australia, as well as by the industry and professional bodies in Papua New Guinea, for its industry relevance and focus. In addition, the staff undergo an evaluation every semester as part of the School's quality assurance process.

On a regular basis, the School invites qualified and experienced personnel from professional organisations, civil service, and the business community to deliver lectures, seminars, and workshops to our students, and some of these people hold part-time teaching status in the School. Through a Memorandum of Understanding (MoU) with the Development Policy Centre, Crawford School of Public Policy, at the Australian National University, the School is able to use the services of five lecturers from the Australian National University for our programs in Economics and Public Policy Management.

Academic Staff

Currently, the School has a staff strength of 38 contract staff and some 20 part-time staff spread across eight disciplines - Accounting, Banking and Finance, Business Management, Economics, Human Resource Management, Public Policy Management, Strategic Management, and Tourism and Hospitality Management.

The School engages some of the most highly qualified academics with academic and professional qualifications from prestigious institutions in the United States of America, Europe, Australia, and Asia.

Undergraduate Programs

The School offers academic programs in the following disciplines:

- Diploma in Accounting
- Bachelor of Accounting
- Bachelor of Public and Finance Accountancy
- Bachelor of Business & Management in Banking and Finance, Business Management, Human Resource Management, Public Policy Management, Strategic Management, and Tourism and Hospitality Management.
- Bachelor of Economics
- Bachelor of Business & Management (Professional Studies – Public Policy Management and Human Resources Management and Tourism and Hospitality Management)

From 2015, all first-year students in the School of Business and Public Policy, except the students of the “Professional Studies” program, are enrolled initially into the **Business and Management Foundation (BMF)** Program. On the completion of the Business and Management Foundation Program, and, based on the selection criteria set by the School, students will be allowed to enrol into any of the above programs.

Postgraduate Programs

- Postgraduate Diploma in Strategic Management (PGDSM), leading to admission to a Master of Strategic Management (MSM) (currently not offered);
- Graduate Diploma in Corporate Governance (GDCG);
- Graduate Diploma in Economic and Public Policy (GDEPP) leading to a Master of Economic and Public Policy (MEPP).
- Executive Master of Business Administration (MBA);

- Master of Business Administration – Certified Practising Accountant (MBA-CPA);
- Master of Human Resource Management (MHRM); and
- Doctor of Philosophy (Ph.D.) in the area of Accounting, Business, Economics, Public Policy and cross-disciplines.

Note: *The Postgraduate Studies Academic Program will be offered, subject to the requirements of a minimum number of candidates accepted to enrol in the particular program.*

Executive MBA Program

The Executive MBA (E-MBA) Program is designed for working executives, who are currently holding managerial or supervisory positions. This program provides an academic platform to update and upgrade their managerial competency level, in order to perform their jobs more effectively and innovatively.

Admission Requirements

Admission to the University's E-MBA Program is granted only to those persons who are able to benefit fully from an intensive program. Applicants are expected to have reasonable work experience in positions involving considerable authority and decision-making requirements.

Applicants should:

- (i) have a good first degree from an approved University, or equivalent qualifications;
- (ii) have a **minimum of five years, managerial-level work experience**, or five years of supervisory work experience, **acquired after the first degree**; and
- (iii) be fluent in English and be computer literate.

Program Structure

The University's MBA Program is a course-work program, which is available on a full-time and a part-time basis. There are fifteen courses, which can be completed either in one-year of study on a full-time basis, or in two to three years on a part-time basis. There are three terms (trimester) every year, each of which is for a duration of 12 weeks. While full-time students are required to enrol in five courses during each term, part-time students must enrol in two or three courses per term. There are 13 core courses and two elective courses. *Lectures are held during week days, from 2:30 p.m. to 8:00 p.m.*

Term	Course Number	Executive MBA Courses	Credit Points
Term 1	3.62201	Accounting for Decision Making	5
	3.61204	Operation and Production Management	5
	3.61211	Corporate Governance and Business Ethics	5
	3.61301	Contemporary Organisational Behaviour	5
	3.63001	Business Economics	5
	3.61202	Marketing Management	5
	3.61302	Strategic Human Resource Management	5

Term 2	3.62202	Business Finance	5
	3.61201	Quantitative Methods of Business	5
	3.61207	Entrepreneurship Innovation and Change	5
Term 3	3.60801	Strategic Management	5
	3.61203	Management of Information System	5
	3.61210	Project Planning and Management	5
	3.6xxxx	Elective 1	5
	3.6xxxx	Elective 2	5
Total Credit Points			75

Course Number	Possible Elective Courses	Credit Points
3.61212	Service Marketing	5
3.61213	E-Marketing	5
3.61214	International Marketing	5
3.61215	Retail Marketing	5
3.61216	Consumer Behaviour	5
3.61311	Cross-Cultural Management	5
3.61305	Employment Relations	5
3.61310	Negotiations and Conflict Resolution	5
3.61308	Employment Relations and Laws	5
3.62203	International Finance	5
3.62204	Financial Engineering	5
3.62205	Financial Control System	5
3.62206	Finance Services	5
3.62207	Strategic Financial Management	5
3.60302	PNG and Pacific Business Environment	5
3.60829	Research Methodology & Statistical Tools, Research Proposal Development & Presentation	5

Mode of Delivery: Face-to-face delivery

Program Cost

The following list of fees is relevant for 2027.

- Executive MBA Program (for national and permanent residents of PNG category): K 2,536 per course, total K 38,040 (K2,536 x 15)
- Executive MBA Program (for the expatriate category): K3,120 per course, total K46 800 (K3,120 x 15)

Coherent Programs within the MBA

To facilitate multiple entry and exit points, the Executive MBA Program is offered in three distinct, but coherent, stages as follows:

- **Graduate Certificate in Business Administration**

- The admission requirement for Graduate Certificate in Business Administration is the same as for the Executive MBA Program. The program requires the successful completion of five, specified, core courses as listed under the MBA Program.

- **Graduate Diploma in Business Administration**

Those persons who have successfully completed academic requirements for the award of a Graduate Certificate in Business Administration at UPNG are eligible to enrol in the Graduate Diploma in Business Administration. This program requires the successful completion of five, specified, core courses, as listed under the MBA Program.

MBA - CPA Program

Admission Requirements

Admission to the University's MBA-CPA Program is only granted to those persons who are able to benefit fully from an intensive program. Applicants are expected to have reasonable work experience in positions involving considerable authority and decision-making requirements.

Applicants should:

- (i) have a good first degree in accounting, commerce, or finance, or a related field from a recognised University, or equivalent qualifications;
- (ii) have successfully completed all modules, through examinations, of the CPA PNG, or any other leading professional accounting body, which is recognised by the CPA PNG;
- (iii) must be a **financial member of the CPA PNG** at the time of making this application;
- (iv) **have a minimum of five years managerial-level, work experience**, or five years of general work experience acquired after the first degree; and
- (v) be fluent in English and be computer literate.

Program Structure

The MBA-CPA Program is a course-work program, which is available on a full-time and a part-time basis. There are eleven courses, which can be completed either in one-year of study on a full-time basis, or in two to three years of studies on a part-time basis.

There are three terms (trimester) every year, each of which is of 12 weeks duration. While full-time students are required to enrol in up to five courses during each term, part-time students must enrol in two or three courses per term.

Lectures are held during week days, from 2:30 pm to 8:00 pm each day.

The following are the core courses for the MBA-CPA Program (exclusive for MBA Module)

Term	Course Number	MBA-CPA Courses	Credit Points
Term 1	12 weeks		
	3.61204	Operation and Production Management	5
	3.61211	Corporate Governance and Business Ethics	5
	3.61301	Contemporary Organisational Behaviour	5
	3.63001	Business Economics	5
Term 2	12 weeks		

	3.61202	Marketing Management	5
	3.61302	Strategic Human Resource Management	5
	3.61201	Quantitative Methods of Business	5
	3.61207	Entrepreneurship Innovation and Change	5
Term 3	12 weeks		
	3.60801	Strategic Management	5
	3.61203	Management of Information System	5
	3.61210	Project Planning and Management	5

Mode of Delivery: Face-to-face delivery.

Program Cost

The following fees are relevant for 2027.

- MBA-CPA Program (for the national and permanent residents of PNG):
K 2,536 per course, total of K27,896. (K 2,536 x 11)
- MBA-CPA Program (for the expatriate category): K3,120 per course, total of
K34,320.00 (K3,120 x 11)

Master of Human Resource Management (MHRM)

The Master of Human Resource Management Program has been designed for working executives who are currently holding managerial or supervisory positions. This program provides an academic platform to update and upgrade their managerial competency level in order to perform human resource management tasks more effectively and innovatively.

Admission Requirements

Admission to the University's MHRM Program is only granted to those persons who are able to benefit fully from this intensive program. Applicants are expected to have reasonable work experience in positions involving considerable authority and decision-making requirements.

Applicants should:

- have a good first degree from an approved University, or equivalent qualifications;
- have a minimum of five years, managerial-level, work experience, or five years of supervisory work experience acquired after the first degree, preferably in the field of Human Resources Development; and
- be fluent in English and be computer literate.

Program Structure

The Master of Human Resource Management Program is a course-work program, which is only available on a part-time basis. Every candidate is required to complete fifteen specified courses over a period of two years. There are three terms (trimester) every year, each of which is of 12 weeks duration. Every candidate must register for two or three courses every term.

Lectures are held during week days from 2:30 p.m. to 8:00 p.m. each day.

Term	Course Number	MHRM Courses	Credit Points
Term 1			
	3.62201	Accounting for Decision Making	5

	3.61301	Contemporary Organizational Behaviour	5
	3.61316	Global Human Resource Management	5
	3.61211	Corporate Governance and Business Ethics	5
	3.63001	Business Economics	5
Term 2			
	3.61202	Marketing Management	5
	3.61302	Strategic Human Management	5
	3.62202	Business Finance	5
	3.61313	Case Study in Human Resource Management	5
	3.61309	Performance and Remuneration Management	5
Term 3			
	3.60801	Strategic Management	5
	3.61315	Advanced Case Study in Human Resource Management	5
	3.61312	Human Resource Process Re-engineering	5
	3.61314	Human Resource Information Systems	5
	3.61308	Employment Relations and Laws	5
			75

Mode of Delivery: Face-to-face delivery.

Program Cost

The following fees are relevant for 2027.

- MHRM Program (for national and permanent residents of PNG): K 2,536 per course, total of K38,040 (K 2,536 x 15)
- MHRM Program (for the expatriate category): K 3,120 per course, total of K46 800.00 (K 3,120 x 15)

Graduate Diploma in Economic and Public Policy (GDEPP) leading to a Master of Economic and Public Policy (MEPP)

The Graduate Diploma in Economic and Public Policy (GDEPP) leading to the Master of Economic and Public Policy (MEPP) is designed for working executives who currently hold managerial positions and who wish to upgrade their knowledge and skills in economics and public policy at the postgraduate level. The program is partly course work, and partly research, and provides a strong academic platform to update and upgrade an executive's competency in economic and public policy analysis and problem-solving skills to a complex range of problems facing PNG. The course reflects current global economic and policy changes towards a demand for economists and public policy experts in PNG.

Admission Requirements for the GDEPP Program

Admission to the GDEPP Program is only granted to those applicants who will benefit fully from an intensive program. Applicants are expected to have reasonable work experience in the middle/senior management level in public, private, bank, and non-governmental organizations, acquired after the first degree.

Applicants should:

- (i) have a good first degree in Economics or Public Policy from a recognised University, or equivalent qualifications;
- (ii) have a **minimum of four-year's management level work experience**, acquired after the first degree; and
- (iii) be fluent in English and computer literate.

Program Structure

The Graduate Diploma in Economic and Public Policy Program is a course-work program, which is available on a part-time basis only. Every candidate is required to complete nine specified courses over a period of one year or two years. There are three terms (trimester) every year, each of which is of 12 weeks duration. Candidates will be able to register in up to three courses during each term.

Lectures are held during week days from 5:00 p.m. to 9:00 p.m. (subject to minor changes) each day. Please see the timetable, for the exact time of lectures

Year 1				
Terms	Course Number	Course Name	Credit Points	
Term 1				
	3.63404	Governance and Institutions	5	
	3.60303	Quantitative Research Methods	5	
	3.63405	Issues in Public Sector Management	5	
Term 2				
	3.60304	Microeconomic Analysis and Policy	5	
	3.63406	Managing Government Finances	5	
	3.6xxxx	Elective	5	
Term 3				
	3.63408	Qualitative Research Methods	5	
	3.60306	Macroeconomic Analysis and Policy	5	
	3.6xxxx	Elective	5	
			45	45

Mode of Delivery: Face-to-face delivery.

Electives

Trimester 2: 1. Development Thinking and Policy	3.63407
2. Resource Economic Policy	3.60305
Trimester 3: 1. Program Management Evaluation	3.63409
2. Applied Cost Benefit Analysis	3.60307

Program Cost

The following fees are relevant for 2027.

- GDEPP Program (for national and permanent residents of PNG): K 2,536 per course, total K22,824 (K 2,536 x 9)
- GDEPP Program (for the expatriate category): K 3 120 per course, total of K28 080.00 (K 3 120 x 9)

Proceeding into the Master of Economic and Public Policy (MEPP) Program on Completion of the GDEPP Program

The Graduate Diploma in Economic and Public Policy (GDEPP) Program is a prerequisite for entry into the Master of Economic and Public Policy (MEPP) Program. On completion of the GDEPP Program, those students who wish to enrol in the MEPP Program, will have either of the following two choices:

1. Pursue MEPP exclusively by **Course Work**, with thirty (30) credit points; or
2. Pursue MEPP with the combination of course work with fifteen (15) credit points, and research work with fifteen (15) credit points.

Program Structure

This program is designed to fill the void in economics and public policy at an advanced level in the work force, for government and areas of industry whose focus is on managing the economy and in dealing with the government's policy environment. It targets mid-to-senior level staff who have had prior experience in the work force and who would like to improve their knowledge base and skills in economics and public policy.

Lectures are held during week days from 5:00 p.m. to 9:00 p.m. (subject to minor changes) each day. Please check the timetable for the exact time of lectures.

1. Structure of the MEPP Program (exclusively by Course Work for 30 credit points)

Term 4				
	3.60308	PNG Economic and Policy Issues	5	
	3.60309	Global Economic and Policy Issues	5	
	3.60310	Reading and Seminar Paper	5	
Term 5				
	3.61211	Corporate Governance and Business Ethics	5	
	3.60801	Strategic Management	5	
	3.61210	Project Planning & Management	5	
			30	75

2. Structure of the MEPP Program (combination of Course Work for 15 credit points, and research work for 15 credit points: Total = 30 credit points)

Year 2				
Term 4				
	3.60308	PNG Economic and Policy Issues	5	
	3.60309	Global Economic and Policy Issues	5	
	3.60310	Reading and Seminar Paper	5	
Term 5				
	3.60311	MEPP Research Paper	15	
			30	75

Mode of Delivery: Face-to-face delivery.

Program Cost

The following fees are relevant for 2021. For the current fee, you are advised to check with the School office:

- MEPP Program (for the national and permanent residents of PNG): K 2,536 per course; total K15,216 (K 2,536 x 6)
- MEPP Program (for the expatriate category): K3 120 per course; total of K18 720 (K3 120 x 6)

Public Sector Leadership Scholarships (PSLS)

For 2024, under the PNG-Australia Partnership Program, the Australian High Commission is awarding scholarships to selected candidates of Graduate Diploma in Economic and Public Policy and Master of Economic and Public Policy programs, who are current public servants and meet the scholarship eligibility criteria

The scholarships were originally offered as the Pacific Leadership and Governance Precinct Scholarships. The scholarships are now offered as Public Sector Leadership Scholarships (PSLS). The scholarships are managed through the Australia Awards PNG Facility.

To be eligible for this scholarship, candidates must have secured admission to the GDEPP program, must be currently employed by a government / national organisation, which is governed by the Public Service General Orders (PSGO), and must reside and work in the National Capital District. Applicants for a scholarship, must provide appropriate details under Section Four of the Application Form. Applicants are also required to contact and register their interest with the Australian Awards PNG.

Awardees are selected by a panel comprising representatives from the Governments of Papua New Guinea and Australia and the University's SBPP. Selection is merit-based, with gender balance considered by the panel. After UPNG has confirmed admission, eligible applicants will be required to complete a Scholarship Application Form and the Department of Personnel Management will assess eligibility against the PSGO. Official agency letters of endorsement are an important element for selection. Proforma letters will attract a lower assessment mark than an endorsement letter that demonstrates a real need in the agency for the skills and knowledge that are offered through this qualification.

The applicants for the GDEPP Program, who have applied for the PSLS scholarship are strongly advised to also seek sponsorship from other sources, as the number of scholarships is limited and very competitive.

Initially, the scholarships are awarded to applications who pursue the Graduate Diploma in Economic and Public Policy Program.

On the successful completion of the Graduate Diploma in Economic and Public Policy Program, candidates who are current public servants, will be invited to apply for a PSLS scholarship, to pursue a Master of Economic and Public Policy (by research). Scholarships, to pursue a MEPP (by research) Program, will be awarded, based on merit, gender balance, and other criteria, as determined by Australian Awards PNG and the Department of Personnel Management. The scholarship will only be awarded to those who have given a written undertaking to enrol into an MEPP, by course work and research. Every scholarship awardee of the Master of Economic and Public Policy Program will be required to complete fifteen credit points through course work and the remaining fifteen credit points through research work. Those who opt to complete an MEPP, purely through course work, are NOT eligible for a PSLS scholarship.

The organizations that are categorized under "Public Categories", as defined by the Public Service General Orders, are listed under the Annexure at the end of this Prospectus

Graduate Diploma in Corporate Governance (GDCG)

There is a growing demand for knowledge and skillsets in the area of corporate governance in Papua New Guinea. This stems from the increase in the number, size, and complexity of managing private sector organisations, public enterprises, and not-for-profit organisations. To ensure that these organisations are protecting the interests of their

stakeholders, qualified and capable directors are required to sit on their boards and councils. Being a young nation, Papua New Guinea does not have the necessary skilled manpower in this area.

Based on the recommendations of the Bank of Papua New Guinea and the PNG Institute of Directors, The University of Papua New Guinea, through the School of Business and Public Policy, introduced a program in the Graduate Diploma in Corporate Governance, in 2019. The program aims to develop capable human resources to occupy various boards and councils to make sure that the management of these respective organisations discharge their functions prudently, honestly and efficiently.

Admission Requirements

Admission to the University's GDCG Program is only granted to those students who are able to fully benefit from an intensive program. Applicants are expected to have reasonable work experience in the middle/senior level of management in public, private, bank, and non-governmental organizations that is acquired after the first degree.

Applicants should:

- (a) have already been awarded a Bachelor Degree in Business/Management/Law/Engineering, or any other discipline, by a reputable and recognized University.
- (b) have a **minimum of five years of post-qualification experience** in academia/ middle / top level of management in a medium or large organisation(s) with a minimum age of 25 on the date of application.
- (c) have carried out, or are currently carrying out, most of the major managerial functions, such as planning, organizing, directing, coordinating, reporting, and staffing.
- (d) provide evidence of his or her ability to read, write, and speak English. In the case of candidates from outside Papua New Guinea, they are required to have secured an overall IELTS score of 6.5 or greater, with no band lower than 6.0.
- (e) undergo a "Fit and Proper" test. The University and the partnering institution will decide on the criteria for a "Fit and Proper" test.

Program Structure

This sequence will be *multidisciplinary in nature*, drawing on courses from existing Divisions of the School of Business and Public Policy. It will have a strong leaning towards Business Management, Strategic Management, Accounting, Banking and Finance, Economics, and Law, in order to capture the intent of this program.

Business Ethics and Corporate Governance are set to become the focal points of 21st Century management, as was 'Management' in the 20th Century. With the corporate failures of the first decade of the 21st Century being from accounting fraud or misaligned incentive compensation, the essential system of checks and balances that keeps corporations vital, relevant, and focused is now sought by many corporations to remain responsible with their businesses in the communities in which they operate.

Many countries, especially those in the developed world, have made business ethics and corporate governance the focus for many corporations that operate in those economies. This has been done through corporate governance codes and the enactment of new company laws. Boards of corporations are also now increasingly being scrutinized by legislative frameworks to ensure that firms are managed prudently, and in a socially responsible manner. The global financial crisis in 2007 and the Enron case in the United

States of America are examples of this movement to strengthen the way that firms operate in a responsible way.

The central aim of this course is to impart to students a body of knowledge that covers the fundamentals of Business Ethics and Corporate Governance, as well as the principles and practices of Corporate Governance and Strategic Development and Implementation.

Year 1			
Terms	Course Number	GDCG Courses	Credit Points
Term 1			
	3.61211	Corporate Governance and Business Ethics	5
	3.63404	Governance and Institutions	5
	3.61219	Legal Aspects of Corporate Governance	5
Term 2			
	3.61217	Corporate Leadership and Change Management	5
	3.60831	Contemporary Issues in Corporate Governance	5
	3.60830	Corporate Social Responsibility	5
Term 3			
	3.60801	Strategic Management	5
	3.61218	Corporate Risk Management	5
	3.60832	Case Writing on Corporate Governance	5
Year 2			
Term 4			
	3.60833	Internship Report	5
		Total Credit Points	50

Mode of Delivery: Face-to-face delivery.

Program Cost

The following fees are relevant for 2027.

- GDCG Program (for the national and permanent residents of PNG): K 2,536 per course; total K25,360 (K 2,536 x 10)
- GDCG Program (for the expatriate category): K3,120 per course; total K31,200 (K3,120 x 10)

Doctor of Philosophy

Consequent to improved facilities and infrastructure, the School intends to introduce Doctor of Philosophy (Ph.D.) Programs in intra-disciplines and inter-disciplines, such as, accounting, finance, business management, economics, public policy, and so on.

The purpose of the Doctor of Philosophy (Ph.D.) Programs is to prepare future leaders who have a strong theoretical understanding of relevant fields, with a skill and ability to provide a more appropriate solution to the macro-level problems, which has national and regional impacts. These doctoral candidates should contribute "new knowledge" which is built on the basic principles of the field, and developed by exploring and/or investigating an issue, through accepted methodology and the execution of the methodology. Further, doctoral candidates are expected to communicate the "new" knowledge in an internationally accepted method or manner.

The candidates are required to have a Masters Qualification from a recognized University.

Intending applicants are advised to consult with the SBPP Research Coordinator to find out more information, before applying for a Ph.D. program.

Contact Details

Please send your application with all the documentation to:

The Executive Dean

SBPP – Postgraduate Studies

School of Business and Public Policy

The University of Papua New Guinea

PO Box 320, University. 134, NCD.

Telephone: (675) 3267299, (675) 3267304

Emails: sbppenquiries@upng.ac.pg ; sbpp@upng.ac.ac.pg

kilalm@upng.ac.pg

UPNG webpage: <https://www.upng.ac.pg/>



Australia Awards



PNGAus Partnership

Australia Awards In-PNG Scholarship 2027 Public Sector Leadership Scholarship Graduate Diploma in Economics and Public Policy

Applications now open

Australia Awards In-PNG Scholarships help Papua New Guineans to gain tertiary qualifications in key areas identified by the Governments of Papua New Guinea and Australia. These scholarships are offered through selected institutions in PNG.

About the scholarship

The Public Sector Leadership Scholarship is available to high-performing Papua New Guinean public servants who are committed to strengthening their academic and professional skills to support effective policymaking and national development. This scholarship will be offered through the University of Papua New Guinea's School of Business and Public Policy (UPNG SBPP) for public servants to undertake a Graduate Diploma in Economics and Public Policy (GDEPP) in 2027.

Who can apply?

Public Sector Leadership Scholarships are open to Papua New Guinean public servants at Grade 14 and above, who are employed under the Public Service General Order.

Applicants must be based in the National Capital District and work in a department or statutory authority deemed eligible by the Department of Personnel Management.

Women and people with disability are strongly encouraged to apply.

The program is delivered part-time, with classes typically held after hours on weekdays (Monday to Friday). The scholarship covers tuition fees and provides a contribution toward ICT costs. Scholarship recipients who successfully complete the GDEPP in 2027 may be invited to progress to the Master of Economic and Public Policy in 2028.

Application Process

The application process has two steps:

1. Apply to UPNG SBPP

Applicants should complete the 2027 Postgraduate Studies Application Form and submit directly to UPNG by **Wednesday, 30 September 2026** with required credentials and an **application fee of K250**.

The application form is available at:

<https://www.upng.ac.pg/sbpp-programs-courses/postgraduate-programs>

Select the following in the application form:

- Graduate Diploma in Economic and Public Policy
- Part-time study
- Sponsorship/Scholarships in Section

2. Ensure scholarship eligibility requirements are met, including:

- UPNG SBPP's admission requirements for the GDEPP
- Endorsement from applicant's head of agency must be submitted to Australia Awards PNG on Friday, 16 October 2026 by email: incountry@australiaawardspng.org

Scholarship selection

UPNG will assess and confirm each applicant's eligibility for admission into the program. Applicants who meet the course entry requirements will be invited to complete a scholarship application form. Applications will be assessed by a selection panel comprising representatives of UPNG and the Governments of Papua New Guinea and Australia.

Eligible applicants who are not awarded a scholarship may still undertake the program as self-funded or sponsored students.

Online Information Session

Interested applicants are invited to attend a free information session.

Friday, 21 August 2026

10:00-11:00am via Microsoft Teams

To register your interest, email:

incountry@australiaawardspng.org

For more information:

Department of Personnel Management

Ms Agnes Tamate Phone: 3276407

E: DPMcbd2021@gmail.com

UPNG SBPP

Name: Lisa-Marie Kila

Phone: 3267681/3267305

Email: sbpp@upng.ac.pg

<https://www.upng.ac.pg/index-.php/sbpp-programs-courses/post-graduate-programs>

PROFILES OF POSTGRADUATE STUDIES STAFF

Professor Lekshmi N. Pillai (Associate Professor):



Professor Lekshmi Narayan Pillai is currently the acting Pro-Vice Chancellor (Planning and Development and Industrial Relations), of the University of the Papua New Guinea. He was awarded a Ph.D. by Madurai Kamaraj University, India, for the work done on “Performance Evaluation of the Leasing Industry in India”. He also holds an MBA (Finance) and a M. Com. (Accounting). He has more than 32 years of lecturing in Masters Programs in Management in India and Papua New Guinea. He won the “Best Research Paper” award from the Association of Indian Management Schools (AIMS) in 1996 for his research paper titled, “A Discriminant Model to classify the Indian Leasing Hire Purchase Companies Based on Financial Performance”. He has also published several articles in leading journals, and attended several workshops and conferences. His current research interest is on Corporate Governance and Strategic Management, apart from Environmental Accounting and Corporate Turnaround Strategy. He has also prepared course materials for participants in the MBA Program at Madurai Kamaraj University, India. He is involved in the teaching of Corporate Governance and Business Ethics, Marketing Management and Strategic Management for various Masters Programs. He is also actively participating in the Education and Examination Committee of CPA PNG. He is a financial member of the Chartered Institute of Public Finance and Accountancy of UK, and the Certified Practising Accountants of Papua New Guinea (CPA PNG).

Dr. Lawrence Sause (Senior Lecturer):

Dr. Lawrence Sause is currently the Acting Executive Dean and Senior Lecturer in the School of Business and Public Policy. He holds a Ph.D. in Public Policy from Victoria University of Wellington, New Zealand. His Ph.D. work examines the quality and timelines of policy advice on cabinet-level decision making in PNG’s Central Government and the impact that it has on operational, substantive, and strategic policy formulation. He also holds a Master of Public Policy (MPP) from Victoria University and B.A. (Hons.) in Political Science and Public Administration from UPNG. Dr. Sause’s teaching and research interest areas include Public Policy, Public Administration, Public Sector Management, and Project Management. Dr. Sause has been on a number of top advisory panels of government, and continues to provide advice to government on an ongoing basis.



Prof. Ponnusamy Manohar (Associate Professor)



Prof. Ponnusamy Manohar is currently the Deputy Executive Dean (Academic), Dean of Academic Quality Office and Associate Professor in the School of Business and Public Policy. He holds a Ph.D. in Management from UPNG and a Master of Business Administration (MBA) from the Southern Cross University, Australia. He has been in academia for more than 30 years. His other qualifications include a BBA (Hons.) (Sri Lanka), and Higher Dip. Soft. Eng. (Sri Lanka). He has Professional Memberships with CPA Australia, CPA PNG, CIPFA UK and OBE. Prof. Manohar teaches subjects in

Accounting & Finance, Management, Quantitative Methods, and Management and Information Systems. His research interests are in Human Resource Development, Quality assurance in Education, Leadership and Management, and Information Management. He is the author of many academic textbooks and training materials for students in tertiary and higher education. He has also developed distance education course materials in Business and Management for UPNG's Open College. He has presented several research papers in national and international conferences, and also published in international journals. Prof. Manohar has served on a number of top advisory committees and councils of government and private institutions in PNG.

Dr. Joyce Jazmin-Rayel (Senior Lecturer):

Dr. Joyce Jazmin-Rayel is a Senior Lecturer and Head of the Tourism and Hospitality Management (THM) Division at the School of Business and Public Policy, University of Papua New Guinea (UPNG). With over 33 years of experience in academia, she has taught and coordinated courses at both undergraduate and postgraduate levels, providing academic leadership in teaching, research, curriculum development, and postgraduate supervision. She currently serves as the Chairperson of the University Research and Publications Committee (URPC) and continues to contribute to the advancement of higher education through research, quality assurance, and academic governance.



Dr. Rayel holds a Doctor of Philosophy (PhD) in Public Administration, a Master of Arts in Public Administration, and a Bachelor of Science in Tourism. She has also completed doctoral coursework towards a Doctor of Business Administration (DBA) at the University of Santo Tomas, Philippines.

From 2009 to 2024, Dr. Rayel served as the School Research Coordinator, where she played a pivotal role in fostering a strong research culture, mentoring academic staff, coordinating research and postgraduate activities, and promoting scholarly excellence within the School. She has been a member of the University Examinations Board since 2012 and has served as a Panel Expert for the Department of Higher Education, Research, Science and Technology (DHERST) since 2008, undertaking institutional audits, academic programme accreditation, and quality assurance reviews for higher education institutions throughout Papua New Guinea.

Dr. Rayel's research interests include tourism management and governance, sustainable tourism, domestic tourism, tourism policy and planning, destination marketing, tourism safety and security, and higher education governance. She has led and collaborated on numerous research projects funded by national and international organisations, published in reputable peer-reviewed journals, and presented her research at national and international conferences. She has also contributed to tourism policy development, including serving as a reviewer of the Papua New Guinea National Tourism Policy, and has supervised undergraduate and postgraduate research while mentoring emerging researchers.

In addition to her teaching and research responsibilities, Dr. Rayel has made significant contributions to curriculum development, institutional governance, and quality assurance in higher education. She has developed teaching and learning resources, contributed to

academic programme development, and provided leadership in research and postgraduate education. Through her dedication to academic excellence, research leadership, and institutional development, Dr. Rayel continues to make significant contributions to tourism education, research, policy development, and higher education in Papua New Guinea and the Asia-Pacific region.

Dr. Albert Prabhakar Gudapati (Senior Lecturer):



Dr. G. Albert Prabhakar holds a Ph.D. in Economics from Andhra University, India. His other qualifications include an M.A. (Economics), MBA and B.A. He has 36 years of teaching experience at the postgraduate college level. He has published several research papers in leading journals, and attended several workshops, seminars, and conferences. He has completed two research projects. He has also prepared course materials for participants of the M.A. (Economics) and MHRM Programs at Andhra University, India. He has taught various courses for the Master of Economics, Master of Business Administration, Master of Human Resource Management, and Undergraduate Programs. He also worked as Head of the Department, and Controller of Examinations at the Postgraduate College, India. His current interests are Development Economics, Human Development, and Gender Studies.

Dr. Suresh Babu Nagarajan (Senior Lecturer)

Dr. Suresh Babu Nagarajan is a Senior Lecturer in Accounting with the School of Business and Public Policy at The University of Papua New Guinea. He holds a Ph.D. in Commerce from India, along with a Master of Philosophy (M.Phil.) in Commerce, a Master's in Accounting, and an MBA from Madurai Kamaraj University, Tamil Nadu, India. With over 25 years of academic, training, and research experience, He has spent more than 15 years in Papua New Guinea and 10 years in India, teaching at both undergraduate (UG) and postgraduate (PGS) levels. He is the PGS Convenor at the School of Business and Public Policy, where he oversees postgraduate programs and ensures their quality and success. He is a professional member of the Chartered Institute of Public Finance and Accountancy (CIPFA) and holds the CPFA qualification. He is also a member of CPA PNG (Certified Practising Accountants Papua New Guinea). He is the Course Coordinator for *Accounting for Decision Making and Entrepreneurship, Innovation, and Change* for postgraduate students, focusing on developing future leaders in the field of accounting and business. He has presented numerous research papers and participated in both national and international conferences, contributing significantly to the academic and professional community. His specialized areas include Financial Accounting, Cost and Management Accounting, Taxation, Financial Reporting, and Strategic Management Accounting. He has been actively involved in teaching Management Accounting and Taxation for CPA PNG and other professional accountants since 2010.



Mr. Meckles Kiapa Poya (Lecturer):



Mr. Meckles Poya has a Bachelor Degree in Commerce (Accounting), Postgraduate Diploma in Management, and Masters in Commerce (Management). He has served as a Board Member to the United Nations SG Program (PNG), Associate Member of PNGHRI, and the Patron to the National HASA.

Mr. Poya has experience in his career path of more than ten years in the private and public sectors, and thirteen years of academic experience with a wide range of engagement with industry in different advisory capacities. His area of teaching and research interest is on changing management development and practices, SMEs, and Finance & Investment. He has been teaching undergraduates, Executive Master of Business Administration, and Masters of Human Resources Management students for the past thirteen years.

Teaching is his passion to build the next generation of leaders. Seeing many of our students passing through into industry and taking a leading role in the decisions and development aspirations of their respective organizations is a thrilling reward. Our students passing through the postgraduate programs have to excel to lead their organizations as Senior Executives, CEOs, Managing Directors, and Board Directors. It is also exciting to note the sphere of influence on our politicians who completed our postgraduate courses.

Dr. Albert Mellam:



Dr. Albert Mellam was formerly the Vice-Chancellor at The University of Papua New Guinea, and was the Foundation Executive Dean of the School Business Administration until 2012. He holds a Ph.D. in Psychology from the Australian National University (ANU). His other qualifications include an M.SC. (Stirling), and a B.A. Hons. (UPNG). Dr. Mellam teaches Organizational Behaviour, Change Management, Strategic Management, and Human Resource Management. He has research interests in Change Management and Knowledge Management. Dr. Mellam has a strong local and global network in research and publication. He has published academic research papers in leading national and international journals. He is formerly the Executive Director of the PNG Chamber of Mines and Petroleum, and is currently a Senior Board Member of Credit Corp Ltd.

Dr. Modowa Gumoi, Lecturer

Dr. Gumoi is in Economics at the School of Business and Public Policy at UPNG. Dr. Gumoi holds a Ph.D. in Economics from Lincoln University (New Zealand) and a Masters Degree in Economics from the University of New England (Australia). He also has postgraduate training in Environmental Economics and Policy Analysis from Harvard University (USA), and specialized training in project planning and management and impact evaluations from the World Bank (USA). He graduated with a Bachelor of Economics (with Honors) Degree from UPNG in 1986. Dr. Gumoi was a Senior Research Fellow at the PNG National Research Institute (NRI) for a decade (1987-1997).



He has been a Director on numerous Boards, including OK Tedi Mining Ltd, PNGSDP, Mineral Resources Ok Tedi, OK Tedi Development Foundation, Border Development Authority, and the Environment Council. In recent times, he has been a Departmental Head at the sub-national level. Dr. Gumoi has a strong grounding in applied economics, econometrics, applied statistics, quantitative economics, and economic modelling. His areas of specialization are in agricultural and resource economics and development economics. In the course of his extensive teaching career, he has taught a total of 24 courses in microeconomics, macroeconomics, mathematical economics, mathematical programming, econometrics, applied statistics, forecasting, economic modelling, development economics, resource economics, and numerous others.

Dr. Elly Kinkin is a Senior Lecturer:



Dr. Kinkin within the Strategic Management Division of the School of Business and Public Policy. He holds a PhD in Public Policy from the School of Government, Victoria University of Wellington. He also holds a Masters in Development Studies from the Australian National University, Canberra, Australia. His undergraduate degree is in Political Science from the University of Papua New Guinea. The two courses that he is currently teaching at the postgraduate level are: Corporate Governance & Business Ethics and Strategic Management. His areas of interest covers: The political economy of the extractive industry; Industrial cluster; corporate governance; Critical Thinking; and Geo-politics.

Commander Emmanuel Gabu Gorea (Lecturer):

Mr. Gorea (ret'd) was a Senior Naval Officer with the Papua New Guinea Defense, with more than 31 years of loyal service, to the country. As a lieutenant (Navy), he was chiefly remembered for localizing the last Australian Captained Patrol Boat as a careered highlight. His career transition to the academia, came as a result of completing a Bachelor of Arts Degree in Politics and Public Administration (BA) and a Master's of Business Administration (MBA), both at the University of Papua New Guinea. Secondly, his academia interest transcends students' academic achievement in Public Policy and Management.



Mr. Raymond Kamb John (Lecturer):



Mr. Raymond John is a Lecturer in Human Resource Management with more than ten years' experience teaching both undergraduate and postgraduate courses in HRM. He is currently the Head of the HRM Division within the School of Business and Public Policy. He also serves as the Deputy President of PNGHRI, and is a fellow of the institute. Raymond is an accredited member of various professional organisations such as the Papua New Guinea Institute of Company Directors, Australian Human Resource Institute and Australian Institute of Company Directors. His academic interest and speciality is in Talent, Leadership, and Culture.

Mr. David Mo (Lecturer):

Mr. David Mo is a lecturer in the School of Business and Public Policy at The University of Papua New Guinea. His qualifications and credentials include a Bachelor of Economics (Business Studies) and Executive Masters in Business Administration from The University of Papua New Guinea. He also has additional qualifications in education, including a Graduate Certificate in Tertiary Education from the JCU - UPNG Twinning Program, and a Postgraduate Diploma in Education (PGDE) from Divine Word University. In terms of professional bodies, he is a member of the CPA PNG, the professional accounting body in Papua New Guinea. He is responsible for coordinating Principles of Management, Introduction to Business Practice, Operations Management, and Quantitative Methods for Business for the undergraduate courses and Marketing Management for the postgraduate studies for the Masters in Business Administration and Masters in Human Resources Management programs.



Ms. Patricia Angopa (Lecturer) :



Ms. Patricia Angopa is a Lecturer in the Banking & Finance Division of the School of Business and Public Policy. She holds a Master of Business Administration Degree from The University of Papua New Guinea, a Postgraduate Certificate in Teaching from James Cook University, Cairns Campus, and a Diploma in Accounting from The University of Papua New Guinea. She worked with Bank South Pacific for more than two years before joining academia at UPNG.

Mrs. Sharon Niaga, Lecturer

Mrs. Sharon Niaga is a highly accomplished Human Resource Management educator with over 30 years of extensive experience spanning both the public and private sectors. She has held strategic HR leadership roles within key government agencies, including the Department of Prime Minister & NEC and the Department of Treasury, where she contributed to national policy development and organizational excellence. Mrs. Niaga holds a Master's Degree in Human Resource Management from UPNG, awarded under the prestigious Brunel International Scholarship which is a collaborative initiative between UPNG and the PNG Human Resource Institute. Her academic credentials also include qualifications from Divine Word University and the Australian New Zealand School of Government, underscoring her comprehensive expertise. Since joining UPNG's SBPP in 2021, she has been dedicated to bridging theoretical knowledge with practical HR management skills. Mrs. Niaga is committed to nurturing future HR leaders by integrating real world experience into her teaching, fostering innovative leadership qualities, and advancing strategic HR practices for sustainable organizational growth.



Professor Stephen Howes



Professor Stephen Howes is Director of the Development Policy Centre and Professor of Economics at the Crawford School of Public Policy at The Australian National University. He was formerly Chief Economist with AusAID and Lead Economist with the World Bank. He is the chair of Femili PNG.

Professor Martin Davies



Professor Martin Davies is Professor of Economics at Washington and Lee University. He also serves as a Visiting Professor at the University of Papua New Guinea through the Australian National University–UPNG Partnership. He is a Visiting Fellow at the Development Policy Centre and Co-Director of the Trade and Globalisation Program at the Centre for Applied Macroeconomic Analysis, Crawford School of Public Policy, ANU.

Professor Davies' research lies at the intersection of international trade, international macroeconomics, and development economics, with a particular focus on resource-rich developing countries such as Papua New Guinea. His recent research examines PNG's fiscal regime and sovereign wealth fund design, productivity measurement in data-scarce environments, real wage growth in PNG, exchange-rate management, and monetary policy frameworks in Papua New Guinea. Together with co-authors, he has developed a new dataset on resource revenues in EITI countries, including PNG, and has written on macroeconomic adjustment in small open economies. His recent work includes studies of informality among businesses in Port Moresby, with the prospect of an expanded study on informality in the peri-urban areas surrounding Port Moresby. His broader research also includes work on China, India, and strategic competition in foreign aid.

Professor Davies completed his Master's and DPhil in Economics at the University of Oxford and his undergraduate studies at ANU. He grew up in Papua New Guinea, where his family lived for more than sixty years, shaping his long-standing engagement with the country's economic development.

Associate Professor Grant Walton

Associate professor Grant Walton works at the development policy center and the policy and governance department within the Crawford school of public policy. He is the convener of the integrity and anti-corruption specialization of the Crawford school's master of public policy and is an Australia and New Zealand school of government academic fellow.



Most of associate professor Walton's research focuses on corruption and anti-corruption, governance, transparency and accountability. For more than 15 years he has conducted research in Papua New Guinea and the Pacific, as well as shorter stints in Africa and Asia. Associate professor Walton has published over 25 peer reviewed journal articles, a book and a host of book chapters, and discussion and

policy papers. His research has been widely cited, is regularly featured in the media, and has shaped regional and international policy and scholarly debates. It has also featured in capacity building and training programs for public officials around the world. Associate professor Walton has been twice (in 2023 and 2024) nominated for the sheikh tamim bin hamad al thani anti-corruption excellence award, academic re-search and education (sponsored by the united nations office on drugs and crime). He is ranked by scholar gps as one of Australia's most influential corruption scholars.

Dr Nemat Bizhan



Dr. Nemat Bizhan is a Senior Lecturer and the Team Leader for the ANU–UPNG Partnership at the Development Policy Centre, Australian National University. He is also a Visiting Lecturer at the School of Business and Public Policy at the University of Papua New Guinea. Previously, Nemat was a Research Fellow at the Blavatnik School of Government, University of Oxford, and an Oxford–Princeton Global Leaders Fellow at the University of Oxford and Princeton University.

His research focuses on public policy, international development, state fragility and state-building, and post-conflict reconstruction, with particular emphasis on Papua New Guinea and Afghanistan. He has published widely in leading academic presses and peer-reviewed journals. His recent edited volume, *State Fragility: Case Studies and Comparisons*, brought together eight leading scholars to examine seven country cases, including Papua New Guinea, analysing the nature of state fragility, policy responses, and future prospects. He has taught in the Master of Economics and Public Policy (MEPP) program at UPNG since 2019 through the ANU–UPNG Partnership.

Before entering academia, Nemat contributed to Afghanistan's post-2001 recovery and reform efforts. He served as Deputy Minister for Youth; Founding Director General for Policy and Monitoring of the Afghanistan National Development Strategy; Head of the Secretariat for the Joint Coordination and Monitoring Board; and Director General of Budget at the Ministry of Finance.

Dr Terence Wood, ANU Lecturer



Dr Terence wood is a fellow at the development policy centre in the Crawford school of public policy. Much of Terence's research focuses on elections and electoral politics in Melanesia. His work includes research on ethnic identity and voter behaviour, women candidates, clientelism and electoral quality. Terence also conducts research on aid and aid effectiveness. In the past, Terence has also undertaken research on other subjects including the millennium development goals and participatory budgeting in Brazil.

Dr Safa Fanaian, ANU Lecturer : Dr. Safa Fanaian works on the intricacies of water economics, exploring participatory research methods such as dialogues for equitable decision-making and focusing on the imperative issue of water justice. As a member of the Water Justice Hub, she actively contributes to advancing linked education and research objectives. Simultaneously, she is engaged in a pivotal project with the Development Policy Centre, which builds bottom-up insights to understand and improve water governance in Papua New Guinea. Dr. Fanaian's doctoral research explored the co-evolution of water risks and governance processes in an intermediate city in India. She was an Oxford-Indira Gandhi Scholar at the Oxford India Centre for Sustainable Development, Somerville College, University of Oxford. Dr. Fanaian is also a National Geographic Explorer. Her research interests encompass the study of urban rivers in low- and middle-income countries, advocating for water justice, and exploring sustainable finance models for water-related initiatives. Her multifaceted approach underscores her commitment to addressing pressing global water challenges.



Dr Cameron Hill, Senior Research Officer, ANU



Dr Cameron Hill is a senior research officer at the development policy centre working on aid and development. Prior to joining the centre, Cameron worked as a policy and advocacy advisor with the Australian council for international development (acfid), as a development consultant and as a senior researcher with the Australian parliamentary library. Cameron also served as an official with the former Australian agency for international development (ausaid) for over ten years. Cameron was awarded a PhD from the school of political science and international studies at the university of Queensland in 2003.

Dr Thomas Wangi, Visiting Lecturer

Dr. Thomas Wangi teaches part-time in the Master of Economics and Public Policy (MEPP) program under the ANU–UPNG Partnership. He is a Senior Research Fellow and Program Leader of the Economic Policy Research Program at the National Research Institute. He holds a PhD in Economics from the Australian National University, a Master of Economics from James Cook University, Australia, an Honours degree in Economics, and a Bachelor of Economics from the University of Papua New Guinea. His research interests include macroeconomic policy, economic development, and land economics.



Mr. Andrew Anton Mako, Visiting Lecturer



Andrew Anton Mako has a master degree in International and Development Economics from the Australian National University's Crawford School of Public Policy. He is a visiting lecturer to economics division of UPNG's School of Business and Public Policy, and project coordinator for the ANU-UPNG Partnership. He has worked as a research officer at the Australian National University's Development Policy Centre and as a research fellow at the PNG National Research Institute, as well as an economist at the Pacific Islands Forum Secretariat.

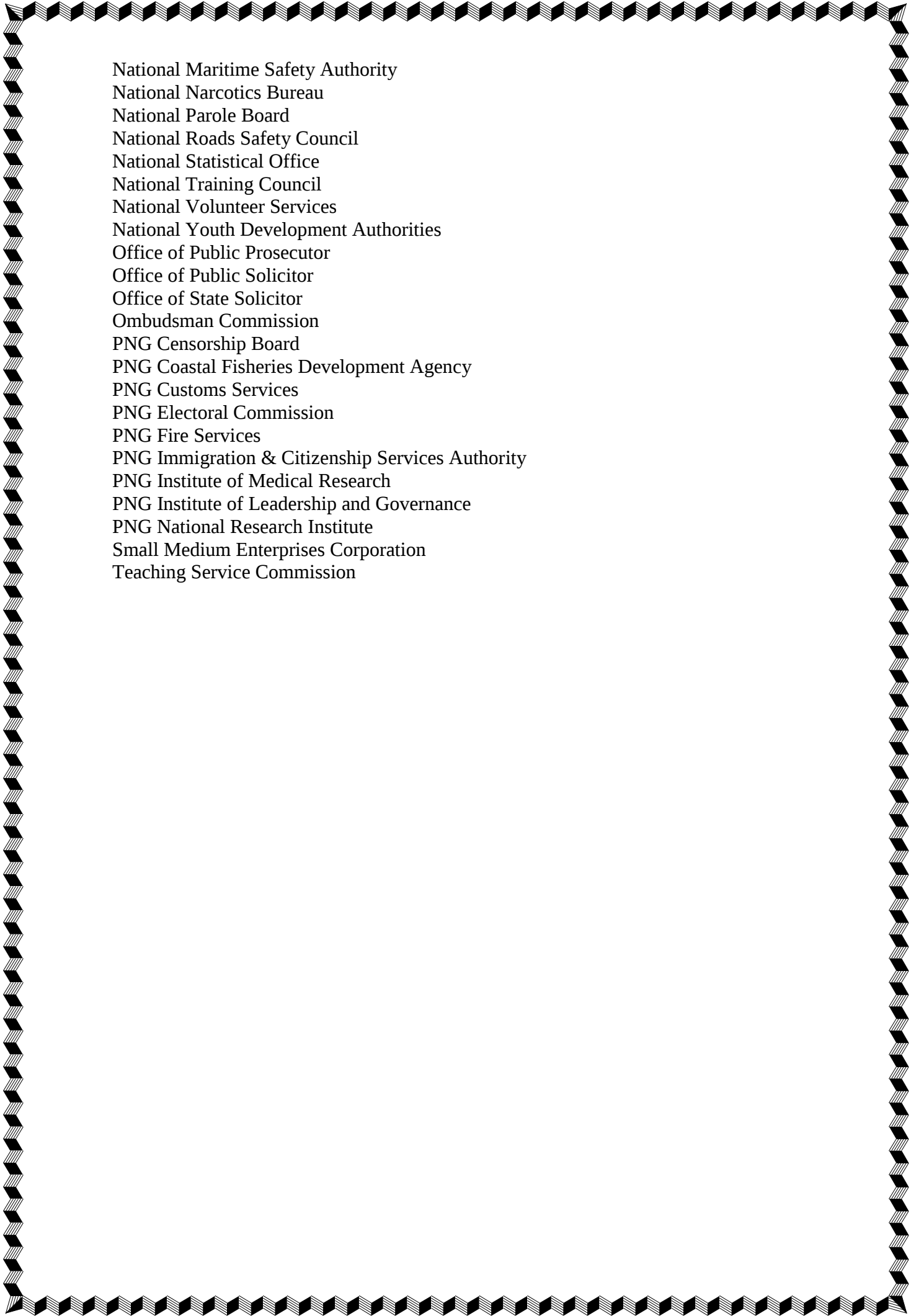
ANNEXURE: PUBLIC CATEGORIES

National Departments

Correctional Institutional Services
Department of Agriculture and Livestock
Department of Communications and Information Technology
Department for Community Development & Religion
Department of Defence
Department of Education
Department of Finance
Department of Foreign Affairs
Department of Health
Department of Higher Education, Research, Science, & Technology
Department of Implementation and Rural Development
Department of Justice and Attorney-General
Department of Labour & Industrial Relations
Department of Lands & Physical Planning
Department of Mineral Policy and Geohazards Management
Department of National Planning and Monitoring
Department of Personnel Management
Department of Petroleum and Energy
Department of Police
Department of Prime Minister & NEC
Department of Provincial & Local Government Affairs
Department of Public Enterprises
Department of Trade, Commerce, and Industry
Department of Transport
Department of Treasury
Department of Works and Implementation
Public Services Commission (Public Services Commission Under Statutory authorities)

Public Sector Agencies Statutory Authorities

Civil Aviation Safety Authority
Climate Change and Development Authority
Conservation and Environment Protection Authority
Government Printing Office
Independent Consumers & Competition Commission
Internal Revenue Commission
Legal Training Institute
Magisterial Services
Mineral Resources Authority
National AIDS Council
National Agriculture Quarantine Inspection Authority
National Broadcasting Commission
National Cultural Commission
National Economic & Fiscal Commission
National Events Council
National Institute of Standards & Industrial Technology
National Intelligence Office
National Judicial Staff Services
National Library & Archives



National Maritime Safety Authority
National Narcotics Bureau
National Parole Board
National Roads Safety Council
National Statistical Office
National Training Council
National Volunteer Services
National Youth Development Authorities
Office of Public Prosecutor
Office of Public Solicitor
Office of State Solicitor
Ombudsman Commission
PNG Censorship Board
PNG Coastal Fisheries Development Agency
PNG Customs Services
PNG Electoral Commission
PNG Fire Services
PNG Immigration & Citizenship Services Authority
PNG Institute of Medical Research
PNG Institute of Leadership and Governance
PNG National Research Institute
Small Medium Enterprises Corporation
Teaching Service Commission



www.upng.ac.pg