



# Course Specification

— (Postgraduate)

<b>Course Title:</b> Human Resources Management
<b>Course Code:</b> MGT 650
<b>Program:</b> Master of Business Administration
<b>Department:</b> Business Administration
<b>College:</b> College of Economics and Administrative Sciences
<b>Institution:</b> Imam Mohammad Ibn Saud Islamic University
<b>Version:</b> 2023
<b>Last Revision Date:</b> 20/8/2023



## Table of Contents

A. General information about the course:.....	3
B. Course Learning Outcomes (CLOs), Teaching Strategies and Assessment Methods: .....	4
C. Course Content: .....	5
D. Students Assessment Activities: .....	5
E. Learning Resources and Facilities:.....	6
F. Assessment of Course Quality: .....	6
G. Specification Approval Data:.....	7





## A. General information about the course:

### 1. Course Identification:

1. Credit hours: ( 3)

### 2. Course type

A.  University  College  Department  Track

B.  Required  Elective

3. Level/year at which this course is offered: ( Level 2/ First Year)

### 4. Course general Description:

The focus of this course is the HRM processes, approaches and applications in different kind of organizations and corporations. Emphasis will be placed on the building blocks of competitive advantage (efficiency, quality, innovation, and customer responsiveness) through HRM practices. Students will learn relevant concepts and techniques and will develop skills in HRM analysis and strategy formulation through variety of methods including business cases and simulation.

### 5. Pre-requirements for this course (if any):

None

### 6. Pre-requirements for this course (if any):

None

### 7. Course Main Objective(s):

Upon completion of this course, the student should be able to:

- Outline an understanding of the new business paradigm (knowledge-based) with the role of human as an organizational resource and added value source;
- State an understanding of the concepts and functions of human resource management;
- Explain an understanding of how IT supports more effective and efficient practice of human resource management;
- demonstrate the human role in modern organizations;
- illustrate performance appraisal results with HRM plans (application);

### 2. Teaching Mode: (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
----	---------------------	---------------	------------





No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	30	100%
2	E-learning		
3	Hybrid <ul style="list-style-type: none"> <li>Traditional classroom</li> <li>E-learning</li> </ul>		
4	Distance learning		

### 3. Contact Hours: (based on the academic semester)

No	Activity	Contact Hours
1.	Lectures	30
2.	Laboratory/Studio	
3.	Field	
4.	Tutorial	
5.	Others (specify).....	
	<b>Total</b>	<b>30</b>

## B. Course Learning Outcomes (CLOs), Teaching Strategies and Assessment Methods:

Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
<b>1.0</b>	<b>Knowledge and understanding</b>			
1.1	To demonstrate his knowledge of HRM concepts.		Lectures, supervision, assignment, group discussions and presentations	Written analyses and essays.
1.2	To demonstrate his knowledge of HRM paradigms			
1.3	To demonstrate his knowledge of HRM Strategies, tools and techniques for decision making			
<b>2.0</b>	<b>Skills</b>			
2.1	To distinguish the different HRM strategies used in firms.	S1	Lectures, supervision, assignment, group discussions and presentations	Written analyses and essays.





Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
2.2	To demonstrate an ability to analyze and evaluate HRM practices, processes, and strategies			
2.3	To clarify his opinions orally.			
<b>3.0</b>	<b>Values, autonomy, and responsibility</b>			
3.1	The student should effectively employ self-learning and personal development		Lectures, supervision, assignment, group discussions and presentations	Discussions and Assignment, Written essays and panel discussion
3.2	The student should be able to participate in activities and duties and perform them professionally and independently, in a team spirit.			
3.3	The student should be responsible and demonstrate a commitment to the scientific integrity.	V3		

### C. Course Content:

No	List of Topics	Contact Hours
1.	Objectives of the course and its requirements, Issues, teaching strategies, assessment	3
2.	Human Resource Management paradigms	6
3.	Strategic human resource management	6
4.	The analysis and design of work	3
5.	Human resource planning and recruitment	3
6.	Selection and placement	3
7.	Training	3
8.	Performance management	3
<b>Total</b>		<b>30</b>

### D. Students Assessment Activities:

No	Assessment Activities *	Assessment timing (in week no)	Percentage of Total Assessment Score
1.	Midterm exam	6	25%





No	Assessment Activities *	Assessment timing (in week no)	Percentage of Total Assessment Score
2.	Articles analyses	10	20%
3.	Assignments, and Quizzes	All the term	15%
4.	Final exam	12	40%

\*Assessment Activities (i.e., Written test, oral test, oral presentation, group project, essay, etc.)

## E. Learning Resources and Facilities:

### 1. References and Learning Resources:

<b>Essential References</b>	Noe, R. A.; Hollenbeck, J.R.; Geahart, B. & Wright (2020). Fundamentals of Human Resource Management, 8th edition, Mc Graw Hill Education.
<b>Supportive References</b>	Noe, R. A.; Hollenbeck, J.R.; Geahart, B. & Wright (2020). Human Resource Management: Gaining a Competitive Advantage. McGraw-Hill/Irwin.
<b>Electronic Materials</b>	Saudi Digital Library Selected fundamental scientific manuscripts from international high ranked journals (ASQ, AMR...)
<b>Other Learning Materials</b>	Any other specialized manuals for research methodologies.

### 2. Educational and Research Facilities and Equipment Required:

Items	Resources
<b>facilities</b> (Classrooms, laboratories, exhibition rooms, simulation rooms, etc.)	Equipped Classrooms and round tables in order to activate a number of appropriate teaching methods.
<b>Technology equipment</b> (Projector, smart board, software)	Data show, MS Office software, IBM SPSS Grad Pack version 23 or newer software, AMOS, NVIVO ...
<b>Other equipment</b> (Depending on the nature of the specialty)	Cisco Jabber Application for communications.

## F. Assessment of Course Quality:

Assessment Areas/Issues	Assessor	Assessment Methods
<b>Effectiveness of teaching</b>	Instructor	Direct Comparison
<b>Effectiveness of students assessment</b>	Peer reviewer	Indirect
<b>Quality of learning resources</b>	Coordinator	Indirect
<b>The extent to which CLOs have been achieved</b>	Instructor	Direct through measuring CLO and comparing it with the target ratio.
<b>Other</b>	Instructor, Postgraduate committee or program leaders.	Comparing the course with similar ones in other universities

Assessor (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))





Assessment Methods (Direct, Indirect)

## G. Specification Approval Data:

COUNCIL /COMMITTEE	Business Administration Department / Head of Department
REFERENCE NO.	Council Meeting no. 13, 06/06/2022
DATE	06/06/2022

