



University of Basra
College of Administration & Economics
Course syllabus for Human Resource Management
Course for Diploma Program in Strategic Planning
Academic year 2018/2019
Instructor: Assistant prof. Wameedh A. Khdair (PhD)



1.0 COURSE DESCRIPTION

The course explores the principles, concepts and theories of, as well as practices in, human resource management in global contexts. Specifically, the course examines current trends and classical practices on various aspects of HRM, such as planning and decision-making, staffing, job analysis and design, performance appraisal, compensation administration, promotion, industrial relations, occupational safety and health, and training and development. Essentially, the course discusses how HR practices and functions can be used to develop and enhance the organization's competitive edge.

2.0 OBJECTIVES

Upon completion of the course, students are expected to

- 2.1 understand the theories and concepts related to human resource management, and understand how organization's competitive advantage can be developed through its human resources.
- 2.2 acquire the necessary knowledge and skills needed to manage human resources.
- 2.3 develop awareness on the importance of human resource management in organizations.

3.0 LEARNING OUTCOMES

- 3.1 define human resource management
- 3.2 discuss contribution of human resource management to organizational performance, and hence competitive advantage of the organization
- 3.3 discuss the challenges in the environment that affect human resource management in organizations, both at the strategic and tactical levels.
- 3.4 explain the main functions and activities involved in human resource management and how they are inter-related.
- 3.5 discuss main issues and challenges in human resource management functions.
- 3.6 apply the necessary tools and models in solving problems related to human resource management practices and activities in organizations.

4.0 REFERENCES

Bohlander, G and Snell, S, (2013). *Principles of Human resource management*((16th ed.). South-Western, Cengage Learning.

Mondy, R. and Martocchio , J. (2016). *Human resource management*(14th ed.). England: Pearson Education Limited.

5.0 CONTENT

Week	TOPIC	HOUR
1	Human Resource Management Overview	2
2	Business Ethics and Corporate Social Responsibility	2
3	Equal Employment Opportunity, Affirmative Action, and Workforce Diversity	2
4	Strategic Planning, Human Resource Planning, and Job Analysis	2
5	Recruitment	2
6	Selection	2
7	Performance Management and Appraisal	2
8	Training and Development	2
9	Direct Financial Compensation (Core Compensation)	2
10	Indirect Financial Compensation(Employee Benefits)	2
11	Labor Unions and Collective Bargaining	2
12	Internal Employee Relations	2
13	Global Human Resource Management	2
14	Employee Safety, Health, and Wellness	2
15	Final Examination	3

6.0 METHODS OF TEACHING

Lectures and discussion.

7.0 ASSESSMENT

Course Work 30%

- Class participation 10%
- Examination 15%
- Case presentation 5%

Final Examination 70%