



# Faculty of Business

## Department of Human Resource Management

Study Plan of the Master's Degree

In: Human Resource Management (Thesis path)

Academic Year: 2018

**Vision of the Department:**

Building the students' knowledge of human resource management, developing their knowledge and leadership skills in this field.

**Mission of the Department:**

To create distinguished students with basic knowledge, skills and abilities in human resource management.

**Objectives of the Department:**

1. Develop the knowledge of graduates in the field of human resources management, and the general knowledge he needs in the field of work.
2. Provide students with new knowledge in the sciences related to human resources management.
3. Graduating a distinguished students with scientific and applied skills in human resources according to the requirements of the labor market locally and regionally.
4. Develop students' skills and analyze abilities in order to use technology in human resources management.
5. Developing students' skills and abilities to diagnose problems and use statistical and quantitative methods in decision-making.
6. Develop students' skills and abilities in interaction and communication with others, team work, analysis, creative thinking, problem solving and self-building
7. Develop students' skills and abilities in order to conduct scientific research in the field of human resources management.
8. Increase students' awareness to deal with environmental changes and ethical values in business organizations.

**Intended Learning Outcomes (ILOs):****a. Knowledge:**

1. Knowledge in the field of business: Knowledge acquired through the compulsory and elective requirements
2. Knowledge in the field of human resources: Knowledge acquired by students in the field of specialization, which represent the basic areas of knowledge of the specialization of human resource management.

**B. Skills**

4. Analytical skills: the ability of the graduate to identify the fundamental variables in the different positions in business organizations, how to deal with them.



5. Diagnostic skills skill: diagnosing the causes of problems in business organizations and ways to solve them.
6. Cognitive skills: The intellectual ability to accommodate cause-and-effect relationships and to visualize the overall way in which the parts of business organizations are interconnected.
7. Interactive skills: interaction skills and communication with others, and motivate them to perform better.
8. Research skills: Skills acquired by the student through the writing of reports and scientific research through various sources: such as traditional sources as books, references, periodicals, electronic sources such as the Internet and electronic databases, and field sources such as questionnaires and interviews.
9. Professional and ethical attitudes and values: The values, tendencies and trends acquired by the student through his knowledge of the values, ethics and behavior of the profession, which he should have after his graduation through practicing the profession in the labor market such as professionalism, transparency, diversity, teamwork, leadership and risk acceptance. , Creativity, innovation, flexibility and adaptation.

**C. Competencies:**

1. Self-development agendas: through flexible thinking and focus on achievement and management of resources for the organization and leadership teams within them
2. Responsibilities related to responsibility and independence: the ability to adapt to the objectives of the organization and to have strategic thinking and the ability to plan
3. Competence related to the roles that will be played within the organization: Negotiation, attention to clients, diplomacy, organizational knowledge and influence on others.



## Framework

### Framework of the Master's Degree in marketing ( 33 Cr. Hrs.)

Sequence	Classification	Credit Hours	Percent %
1st	Compulsory Requirements	15	46%
2nd	Elective Requirements	9	27%
3rd	Thesis	9	27%
Total		33	%100

## Course Numbering

□ □	□ □	□ □	7	2
Sequence	Course Level	Cognitive Domain	Dept. Code	Faculty Code
			HR	Busines

## Cognitive Domains

Number	Cognitive Domain	Credit Hours
1	Quantitative Methods , Scientific Research Management& related subjects	6
2	Human resources subjects	18
3	Thesis	9



**1. Compulsory Requirements: (18) credit hours are as follows:**

Article No.	Article Name	Credits	Prerequisite
20172011	Scientific Research Methodology	3	-
20771011	Fundamentals of Human Resource	3	-
20771022	Recruitment, Selection and Appointment	3	-
20771023	Human Resource Management Strategy	3	-
20771025	Performance and Compensation Management	3	-

**2 . Elective Courses: (9) credit hours are as follows:**

Article No.	Article Name	Credits	Prerequisite
20171011	Business Ethics	3	-
20271023	Advance organizational theory	3	-
20771024	Human Resource Planning and Development	3	-
20271024	Organizations Behavior	3	-
20771026	Career Management	3	-
20773021	Human Resource Management Information System	3	-
20774021	Industrial Relations Management and Labor Relations	3	-
20774022	Total Quality Management in Human Resource management	3	-
20774023	International Human Resource Management	3	-
20774024	Current issues in Human Resource Management	3	-
20675011	Statistics in Scientific Research	3	-



1.3: Thesis: (9) credit hours distributed as follows:

Article No.	Article Name	Credits	Prerequisite
20177000	Seminar	3	-
20777001	Thesis	6	20177000

## Course Description

### **Scientific Research Methodology(20172011) (3 credit hours)**

The course covers the study and analysis of the concept and terminology of scientific research and its role in supporting the administrative decisions in business organizations. It deals with all aspects and stages of the process of scientific research including determination of the problem, defining the variables, the choosing the research design, developing hypotheses, collection of data, develop a plan of inspection, collection and analysis of data, testing hypotheses and writing the final report. The course deals with descriptive statistics including organization of data, measures of central tendency and dispersion, correlation and regression. The course covers distributions like Normal, t and F in addition to sampling and sampling distributions. Testing hypotheses about the mean of a population, the difference between two means, Analysis of variance and regression will be covered using SPSS.

### **Fundamentals of Human Resource Management (20771011) (3 credit hours)**

This course covers the fundamentals of human resource management, and concept of human resources functions such as; planning, job analysis and descriptions, recruitment, training and development, compensation, workers' rights and human resource accounting and performance appraisal. In addition to career development. The course clarify legal issues related to equal opportunity, as well as the main features of human resource management in the era of globalization, and practical issues in human resource management.

**Organizational Behavior (20271024)****(3 credit hours)**

The course includes concept of individual and group behavior in organizations, focusing on the theoretical and applied aspects in organizational behavior, understand and manage behavior within the organization through exposure to topics in organizational behavior such as a personality, perception, attitudes, values, learning, organizational climate, leadership, innovation, communication, and informal groups.

**Advanced Organization Theory(20271023)****(3 credit hours)**

The course includes basic concepts of organization theory, and its objectives, clarify the traditional and modern designs in organization theory, analyze the components of organization design and underlying its principles, measure organizational performance, determine the concept of organizational environment and its components and types, organization development and decline techniques, quality culture, building and designing organizational structures and basic challenges of organizational design, enhance the organization effectiveness through management information systems, and the organization's relationship with its environment, international relations, organizational conflict, innovation, change, and organizational development in the 21st century

**20771022 Recruitment , Selection and Hiring****(3) Credit Hours**

This course examines the concept of attracting importance, internal and external sources, the method of selection, its main steps and procedures, as well as the study of selection as a system and the responsibility of the selection decision in the organizations, as well as the new trends and methods in the process of attracting and international standards in recruitment, selection and recruitment.

**20771023 Human Resources Management Strategy****(3 credit hours)**

The course includes the concept of human resource management from a strategic perspective. This is done through a statement of the role and importance of human resources management within the framework of the overall strategy of the organization, the concept of human resource management and its fields, and clarifying its basic functions such as human resources planning, recruitment, characterization, job classification, training and development of employees, In order to open the way for studying these functions separately and in depth in the advanced courses of the program.

**20771024 Human Resources Planning and Development****(3 credit hours)**

The course includes the concept of human resources development, which includes the definition of organizational change and organizational development, its significance,





nature and levels, as well as the main theoretical and applied aspects of change and organizational development, the stages of change process and the challenges facing the change process and coping strategies.

**20771025 Performance Management and Compensation (3 credit hours)**

The course includes the concept and importance of managing and evaluating the performance of the employees in the business organizations and how to choose the evaluation criteria and the stages of evaluation, and then identify the management of compensation and rewards in the organization, both direct material, such as salaries and incentives or indirect material such as retirement and health insurance. And indicate the methods used in determining the type and number of such rewards.

**20774021 Industrial Relations Management and Labor Relations (3) Credit Hours**

The course includes the concept and importance of managing employee relations, labor relations, collective bargaining, labor disputes, and how to resolve disputes between workers and management through professional unions and the impact of these unions on the policies and functions of human resources in the organization. These objectives and contents are achieved through the discussion of many study cases aimed at highlighting the practical aspects of this article.

**20773021 Human Resources Information Systems (3 credit hours)**

The course covers the concept of human resources information systems, their importance and types, and the use of human resource information systems in human resources functions such as human resources planning, compensation, wages and salaries.

**20171011 Business Ethics (3) Credit Hours**

The course includes the concept and importance of management and includes a definition of the concept of ethical behavior in work and its importance. And to clarify the factors associated with the ethics of work in the functions of human resources management, employee rights and fair treatment in the organization, and maintain the privacy of employees. These objectives and contents are achieved through the discussion of many study cases aimed at highlighting the practical aspects of this course.

**20771026 Career Management (3) Credit Hours**

The course includes the concept and importance of career management, which includes the concept and nature of the analysis of the work, methods of collecting information on the analysis of work and writing description and specifications of the job, and then depending on the description and job specifications are the process of training and





development of staff. The training and development of the employees revolves around the statement of the training objective, clarifying its stages, how to identify the training needs, training and development methods in the organization, designing the training programs and measuring their effectiveness.

**20675011 Statistics in Scientific Research (3 credit hours)**

The course includes the statistical methods available for scientific research and procedures, measurement tools and statistical analysis, such as correlation, deviation and regression, as well as the ability of probability theory, frequency distribution and arithmetic averages. Test the hypotheses and methods of determining the sample size of the study community. The course also deals with the majority of its operations through the statistical package program in the humanities

**20774023 International Human Resource Management (3 credit hours)**

The course covers issues related to different civilizations among countries and their impact on human resources functions such as selection, polarization, training, compensation and performance evaluation. So that the student can distinguish between the functions of human resources management at the local level and the global level in light of the trend towards workers and the openness of markets and the proliferation of transnational companies and multinationals.

**20774022 Total Quality Management in Human Resources Management (3 credit hours)**

The course includes a description of the overall quality, concepts and theories and their application to the human resources of the organization, so that decisions related to human resources management will be in accordance with international quality standards. This objective is achieved through the discussion of the case studies linking the overall quality and practices of human resources management in the Organization.

**20774024 Contemporary Issues in Human Resource Management (3 credit hours)**

The course includes the latest developments and theories in human resources management, so that the student will keep abreast of developments related to universality, privatization, leadership and other new topics. These objectives and contents are achieved through the discussion of many study cases aimed at highlighting the practical aspects of these developments.

