



College of Business

Business Administration Department

Study Plan of the Bachelor's Degree  
Specialization: Human Resources Management HRM  
Academic Year: 2025 – 2026

Study Plan Credit hours( 132 ) Type of Program: **Blended**  
Major Type:  Humanities

Teaching Type	Percentage of study plan hours/number	Actual Ratio
Complete Online E-Learning	20% - 10% Maximum	20%
Blended learning (for humanities)	60% - 40% Maximum	60%
Face-to-face learning (for humanities)	20% Minimum	20%

Note: The learning types of the courses are disseminated at all academic levels in the program



### Department Vision

Entrepreneurship and excellence in education, academic learning and research in business administration and management, and human resource management at the local and regional levels.

### Department Mission

Preparing scientifically qualified staff supported by knowledge and skills of business administration, management, human resource management and professional ethics to work in all areas of business organizations, to meet the needs of the local and regional community, in accordance with local and international quality criteria.

### Program Mission

Providing distinguished academic programs in human resources management supported by knowledge, skills and professional ethics through qualified staff capable of keeping pace with local and international standards in accordance with the e-learning inclusion criteria.

### Educational Program Objectives

1. Providing students with modern knowledge and skills in the field of human resources management that they need in the field of work.
2. Developing students' skills and their competencies to use technology in the field of human resources management.
3. Understanding skills necessary to diagnose problems and use relevant statistical and quantitative methods in making decisions, and develop their mental skills to understand the factors related to the local and global environment.
4. Teaching students how to adapt with the environmental changes and professional and ethical values in business organizations.



### Educational Program Outcomes

The intended outcomes of this program are to prepare graduates capable of:

1. Indicating recent trends and commitment to the professional ethics system in the areas of human resources management.
2. Clarifying knowledge and skills related to human resources management.
3. Adopting scientific methods and information technology to analyze situations, and various administrative problems.
4. Analyzing critical thinking skills (quantitative and qualitative) in human resources management.
5. Employing modern administrative concepts to deal with contemporary administrative problems in the field of human resources management.
6. Developing solutions to the administrative problems facing business organizations in the field of human resources management.



### Plan Contents

The study plan for the Bachelor's degree in Business Administration consists of 132 credit hours distributed as follows:

Sequence	Classification	Credit Hours	Percent %
1st	University Requirements	27	%20
2nd	College Requirements	18	%14
3rd	Program Requirements	84	%64
4th	Free Course	3	%2
Total		132	100

### Coding System Approved by the University

2	0 8	1,2,3,4,5	Semester year	
College Code	Department Code	Knowledge domain	Course Level	Sequence

### Knowledge Domain

Domain Code	Knowledge Domain	Credited Hours of Study Plan
1	Management and Behavior	9
2	Quantitative Methods and Scientific Research	9
3	Information Technology	12
4	Business Functions	9
5	Human Resources	27

**First: University Requirements: (27) Credit Hours****A. Compulsory University Requirements: (18) Credit Hours**

Teaching type			Course Number	Course Title	Credited Hours	Pre-Requisite
Online E-Learning	Blended	Face-to-Face				
✓			50511104	Communication Skills 1 (Arabic Language)	3	50511111
✓			50511105	Communication Skills 1 (English Language)	3	50511112
✓			50511205	Life Skills and Social Responsibility	3	-
✓			50511206	National Education	3	-
✓			50511305	Entrepreneurship and Innovation	3	-
✓			50511308	Military Science	3	-
✓			50541209	Voluntary Work and Community Development	0	-
<b>Total</b>					<b>18</b>	

**B. Elective University Requirements: (9) Credit Hours from the following list:**

Teaching type			Course Number	Course Title	Credited Hours	Pre-Requisite
Online E-Learning	Blended	Face-to-Face				
✓			50521106	Communication Skills 2 (Arabic Language)	3	50511104
✓			50521107	Communication Skills 2 (English Language)	3	50511105
✓			50521203	Principles of Psychology	3	-
✓			50521204	Human Rights	3	-
✓			50531101	Islamic Culture	3	-
✓			50531205	History of Jerusalem and Hashemite Custodianship	3	-
✓			50541103	Computer Skills	3	50511113
✓			50541204	Development and Environment	3	-
✓			50541206	Health and Society	3	-



Teaching type			Course Number	Course Title	Credited Hours	Pre-Requisite
Online E-Learning	Blended	Face-to-Face				
✓			50541208	Introduction to Sustainable Development	3	-
✓			50541211	Introduction to Artificial Intelligence	3	-
✓			50541308	Foreign Language	3	-
✓			50541309	Digital Culture	3	50511113
<b>Total</b>					<b>9</b>	

## Second: College Requirements: (18) Credit Hours

### A. Compulsory College Requirements: (18) Credit Hours

Teaching type			Course Number	Course Title	Credited Hours	Pre-Requisite
Online E-Learning	Blended	Face-to-Face				
	✓		2011101	Principles of Business Administration	3	-
		✓	2021101	Principles of Accounting (I)	3	-
		✓	2221101	Principles of Financial Management (I)	3	-
	✓		2091111	Principles of Digital Marketing	3	-
	✓		20541101	Fundamentals of Management Information Systems	3	-
	✓		20851101	Fundamentals of Human Resource Management	3	-
<b>Total</b>					<b>18</b>	



### Third: Program Requirements (84) Credit Hours

#### A. Compulsory Requirements: (66) Credit Hours

Teaching type			Course Number	Course Title	Credits Hours*	Theoretical	Practical	Pre-Requisite
Online E-	Blended	Face-to-Face						
	✓		20112103	Organizational Behavior	3	3		20111101
	✓		20142105	Marketing Management	3	3		20911111
	✓		20123101	Change and Crises Management	3	3		20111101
	✓		20132107	Methods of Scientific Research	3	3		-----
		✓	20514103	Business Intelligence and Data Analytics	3	3		20541101
	✓		20122205	Public Relations Management	3	3		-----
		✓	20123203	Operations Research	3	3		50551106
		✓	20133211	Artificial Intelligence Applications in Business / E	3	-	3	-----
	✓		20851202	Human Resources Planning	3	3		20851101
	✓		20851203	Human Resource Staffing	3	3		20851101
	✓		20852104	Human Resource Training and Development	3	3		20851101
	✓		20852206	International Human Resource Management	3	3		20851202
	✓		20813102	Leadership and Teamwork	3	3		20851101
	✓		20853107	Job Design and Analysis	3	3		20851202
	✓		20823201	Performance and Compensation Management	3	3		20852104
	✓		20853209	Talent Management	3	3		20851101
		✓	20513205	Cybersecurity in Business	3	2	1	20851202
	✓		20814101	Labor Law and Industrial Relations	3	3		20851101



	✓		20834101	Human Resource Management Information Systems	3	2	1	20851101
	✓		20854111	Contemporary Issues in Human Resource Management	3	3		20851101
		✓	20854216	Graduation Project in Human Resources Management	3	-	3	Completion of 90 Cr. Hrs
		✓	20854200	Field Training	3	-	3	Completion of 90 Cr. Hrs
<b>Total</b>					<b>66</b>	<b>54</b>	<b>12</b>	

\* Credit Hours

### B. Elective Requirements: (9) Credit Hours

Teaching type			Course Number	Course Title	Credited Hours*	Theoretical	Practical	Pre-Requisite
Online E-	Blended	Face-to-Face						
	✓		20113108	Business Entrepreneurship	3	3		20111101
	✓		20853210	Human Resource Management Strategies	3	3	-	
	✓		20123102	Business Ethics	3	3		-----
	✓		20824202	Human Resources Accounting	3	3		20851101
	✓		20853213	Diversity Management	3	3		20852206
	✓		20853117	Career Path Management	3	3		20851101
	✓		20853215	Special Issues /E	3	3		20851101
	✓		20112102	Organization Theory	3	3	---	20111101
	✓		20853214	Occupational Health and Safety	3	3		20851101
<b>Total</b>					<b>9</b>	<b>9</b>		

\* Credit Hours

**C. Elective Requirements: (9) Credit Hours**

Teaching type			Course Number	Course Title	Credited Hours*	Theoretical	Practical	Pre-Requisite
Online E-Learning	Blended	Face-to-Face						
	✓		50531108	Principles of Statistics for Business	3	3	---	----- -
	✓		50551106	Business Mathematics	3	3	---	----- -
	✓		20121211	Principles of Economic Science	3	3	---	----- -
			<b>Total</b>		<b>9</b>	<b>9</b>		

\* Credit Hours

**Fourth: Free course: (3) Credit Hours**

**Fifth: Remedial course:**

Teaching type			Course Number	Course Title	Credited Hours*	Theoretical	Practical	Pre-Requisite
Online E-Learning	Blended	Face-to-Face						
✓			50511111	Arabic Language (Remedial)	3		✓	
✓			50511112	English Language (Remedial)	3		✓	
✓			50511113	Computer Skills (Remedial)	3		✓	
			<b>Total</b>		<b>0</b>			



## Guidance plan

## First Year

## First Semester

Course No.	Course Title	Type of Learning	Credited Hours*	Prerequisite	Co-requisite
2011101	Principles of Business Administration	Blended	3	-----	-----
2021101	Principles of Accounting (I)	Face-to-face	3	-----	-----
2091111	Principles of Digital Marketing	Blended	3	-----	-----
20851101	Basics of Human Resource Management	Blended	3	-----	-----
-----	Compulsory university requirement	Online E-Learning	3	-----	-----
<b>Total</b>			<b>15</b>		

## Second Semester

Course No.	Course Title	Type of Learning	Credited Hours*	Prerequisite	Co-requisite
20121211	Principles of Economic Sciences	Blended	3	-----	-----
20541101	Basics of Management Information Systems	Blended	3	-----	-----
50551106	Business Mathematics	Blended	3	-----	-----
-----	Compulsory University Course	Online E-Learning	3	-----	-----
20851202	Human Resources Planning	Blended	3	Basics of HRM	-----
20311102	Principles of Financial Management (I)	Face-to-face	3	-----	-----
<b>Total</b>			<b>18</b>		



Second Year					
First Semester					
Course No.	Course Title	Type of Learning	Credited Hours*	Prerequisite	Co-requisite
-----	Elective Major Requirement	Face-to-Face	3	-----	-----
-----	Compulsory University requirement	Online E-Learning	3	-----	-----
2085203	Human Resource Staffing	Blended	3	Basics of HRM	-----
20852104	Human Resource Training and Development	Blended	3	Basics of HRM	-----
20112103	Organizational Behavior	Blended	3	Principles of Business Administration	-----
<b>Total</b>			<b>15</b>		

Second Semester					
Course No.	Course Title	Type of Learning	Credited Hours*	Prerequisite	Co-requisite
20921101	Marketing Management	Blended	3	Principles of Marketing	---
20852206	International Human Resource Management	Blended	3	Basics of HRM	---
20143101	Change and Crisis Management	Blended	3	Principles of Business Administration	---
50531108	Principles of Statistics for Business	Blended	3	-----	---
20132107	Methods of Scientific Research	Blended	3	-----	---
-----	Elective University Requirement	Online E-Learning	3	-----	---
<b>Total</b>			<b>18</b>		

\* Credit Hours



## Third Year

## First Semester

Course No.	Course Title	Type of Learning	Credited Hours*	Prerequisite	Co-requisite
20813102	Leadership and Teamwork	Blended	3	Basics of HRM	-----
20853107	Job Analysis and Design	Face-to-face	3	Human Resources Planning	-----
-----	free Subject	-----	3	-----	-----
20513204	Cybersecurity in Business	Blended	3	Basics of MIS	
20913205	Public Relations Management	Blended	3	-----	-----
-----	Compulsory University Requirement	Online E-Learning	3	-----	-----
<b>Total</b>			<b>18</b>		

## Second Semester

Course No.	Course Title	Type of Learning	Credited Hours*	Prerequisite	Co-requisite
20823201	Performance and Compensation Management	Face-to-face	3	Human Resource Training and Development	---
20123203	Operations Research	Face-to-face	3	Business Mathematics	---
20853209	Talent Management	Blended	3	Basics of HRM	---
20133209	Artificial Intelligence Applications in Business / E	Face-to-face	3	-----	---
-----	Elective University Requirement	Online E-Learning	3	-----	---
-----	Compulsory University Requirement	Online E-Learning	3	-----	---
<b>Total</b>			<b>18</b>		

\* Credit Hours



## Fourth Year

## First Semester

Course No.	Course Title	Type of Learning	Credited Hours*	Prerequisite	Co-requisite
-----	Elective major requirement	Blended	3	-----	-----
20814101	Labor Law and Industrial Relations	Blended	3	Basics of HRM	-----
20834101	Human Resource Information Systems	Face-to-face	3	Basics of HRM	-----
20514103	Business Intelligence and Data Analysis	Blended	3	Basics of MIS	
-----	University Elective Requirement	Online E-Learning	3	-----	-----
<b>Total</b>			<b>15</b>		

## Second Semester

Course No.	Course Title	Type of Learning	Credited Hours*	Prerequisite	Co-requisite
20854111	Contemporary Issues in Human Resource Management	Blended	3	Basics of HRM	-----
-----	Elective Major Requirement	Blended	3	-----	-----
-----	Compulsory University Requirement	Online E-Learning	3	-----	-----
20804200	Field training	Face-to-face	3	Completion of 90 Cr. Hrs	-----
20854216	Graduation project in Human Resources Management	Face-to-face	3	Completion of 90 Cr. Hrs	-----
<b>Total</b>			<b>15</b>		

\* Credit Hours

Courses Tree



Courses Tree

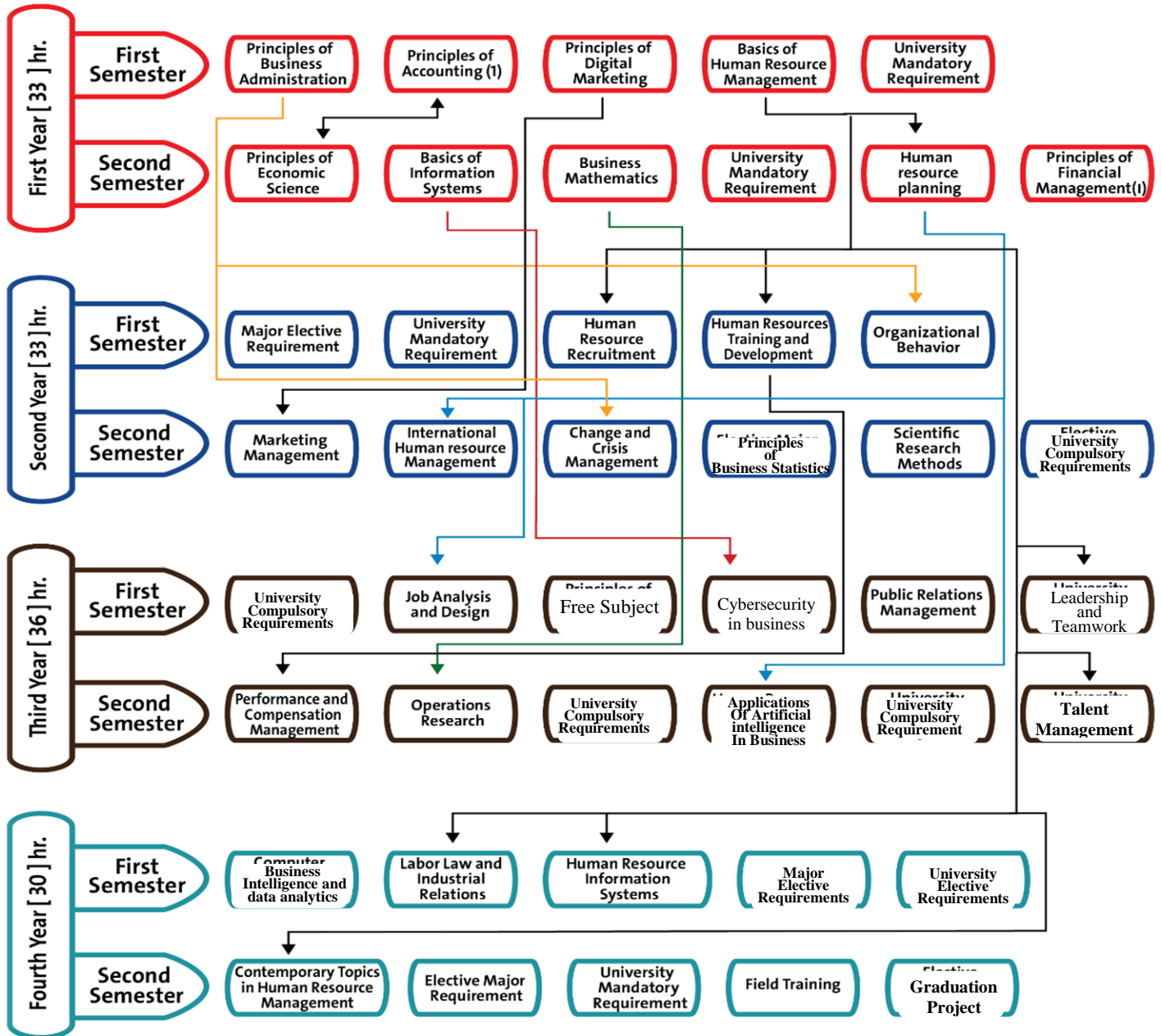
College: Business

Department: Business Administration

Major: Human Resources Management

Program: Bachelor

Issue Date: 27/09/2025





## Course Description

### **20111101 Principles of Business Administration (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course aims to provide students with a comprehensive understanding of the fundamental concepts of management and the different administrative schools of thought, enabling them to gain a deeper insight into how organizations function and are managed effectively. The course also covers the basic managerial functions and how they interact to achieve organizational goals. In addition, it emphasizes the development of essential managerial skills, including creative problem-solving, efficient time management, and optimal utilization of available resources. Furthermore, the course enhances communication skills across different managerial levels within the organization and promotes successful interaction with external environmental factors.

### **20211101 Principles of Accounting (I) (3, Theory: 3, Practical: 0, Prerequisite: None, Face-to-Face).**

This course aims to introduce students to accounting science, the accounting system and its basic elements, the double-entry system, and transactions related to capital, cash, merchandise, and accounts receivable. It also includes preparing a trial balance and understanding the components of financial statements.

### **22211101 Principles of Financial Management (I) (3, Theory: 3, Practical: 0, Prerequisite: None, Face-to-Face).**

This course aims to familiarize students with the fundamental aspects of financial management, including its role in business organizations and the different forms of business entities. It equips students with skills related to calculating the time value of money: present and future value of a single payment, annuities, mixed cash flows, perpetuities, and effective interest rates. In addition, it covers the four main financial statements (balance sheet, income statement, retained earnings, and cash flows). The course also emphasizes critical analysis of a company's financial position through financial analysis using financial ratios.

**2091111 Principles of Digital Marketing (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course introduces students to the basic concepts of digital transformations that have led to the emergence of electronic markets, as well as the role of the internet in shifting traditional marketing into digital marketing. It addresses topics such as online consumer characteristics, market segmentation, and the evolution of the marketing mix into new characteristics of product, pricing, promotion, and distribution. The course also examines digital marketing strategies and techniques for customer service.

**2054101 Fundamentals of Management Information Systems (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course aims to familiarize students with the fundamental concepts of Management Information Systems (MIS) and their applications in business organizations. It introduces MIS classifications, functions, components, and the related technological infrastructure, as well as their impact on different administrative levels within organizations. The course also highlights the importance of MIS management and its role in influencing business organizations.

**2085101 Fundamentals of Human Resource Management (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course aims to provide students with a comprehensive understanding of the role of Human Resource Management (HRM) in organizations and its integration with organizational processes. Students will learn how to explain the various HRM functions and their importance in achieving organizational goals. The course also covers methods of designing job descriptions, classification, and evaluation, alongside effective human resource planning and the implementation of recruitment, selection, and appointment procedures. Furthermore, it emphasizes methods of performance management and evaluation, as well as the principles of determining compensation and benefits for human resources. Finally, students will acquire practical skills in attracting, developing, and retaining human resources, and in enhancing job satisfaction through practical applications and case studies.



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**20112103 Organizational Behavior (3, Theory: 3, Practical: 0, Prerequisite: Principles of Business Administration, Face-to-Face).**

This course provides a comprehensive and in-depth understanding of theories related to organizational behavior and explains the factors that influence the behavior of individuals and groups within organizations, including individual factors and group/ team-related factors. It highlights major motivation theories and the role of incentives in influencing behavior. The course also clarifies the role of effective leadership and organizational culture in building and promoting positive behavior within organizations. Furthermore, it aims to develop students' skills in effective communication and emotional intelligence, and their application in influencing perception, building positive attitudes, achieving team cohesion, and guiding individual and group behavior toward achieving organizational strategic goals.

**20142105 Marketing Management (3, Theory: 3, Practical: 0, Prerequisite: Principles of Digital Marketing, Blended).**

This course introduces students to the administrative functions used in marketing management, defining its objectives, importance, developmental stages, and its processes as both a system and a function. It covers marketing opportunities, marketing strategies, and the core functions of marketing management: planning, organizing, coordinating, directing, making marketing decisions, and marketing control. The course also addresses international, industrial, and service marketing, as well as the global marketing manager and their characteristics.

**20123101 Change and Crisis Management (3, Theory: 3, Practical: 0, Prerequisite: Principles of Business Administration, Blended).**

This course provides students with a deep understanding of organizational change and crisis management. It focuses on the concept and importance of organizational change, in addition to effective models and steps for managing change. Students will also learn about the concept of crisis and methods of managing crises, enabling them to acquire the skills necessary to adapt to changing work conditions and respond positively to organizational shifts. The course emphasizes professionalism in handling crises and working under pressure, while also focusing on developing competencies required for active participation in change management and applying crisis management plans effectively and responsively to handle emergencies.

**20132107 Methods of Scientific Research (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course focuses on the study of the foundations and principles of the scientific research method. It introduces the concept of scientific research, explores research methodologies, and follows the steps of the scientific method in identifying research problems, formulating hypotheses, building a theoretical framework, and reviewing previous studies. The course also explains research design and methodology, as well as data collection tools and sample selection. Additionally, it includes conducting statistical analysis of collected data and drawing conclusions.

**20513205 Cybersecurity in Business (3, Theory: 2, Practical: 1 – executed as 2 hours, Prerequisite: Fundamentals of Management Information Systems, Face-to-Face).**

This course focuses on understanding the basic principles of cybersecurity and its applications in the modern business environment. It aims to equip students with the knowledge and skills necessary to protect information and digital systems from cyber threats, with an emphasis on the security challenges facing business organizations. The course includes an introduction to cybersecurity concepts, types of cyber threats and common attacks, institutional security policies and procedures, cybersecurity risk management, vulnerability analysis, and compliance with regulatory standards and frameworks (such as GDPR and ISO 27001). It also covers network and digital infrastructure security, as well as the role of employees in promoting cybersecurity and a culture of security awareness.

**20122205 Public Relations Management (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course covers the concept and development of public relations management, communication management, and the building of public relations strategies to enhance positive relationships with the external environment. It also addresses the measurement of the effectiveness of public relations strategies and the analysis of results to improve performance. The course equips students with knowledge about the functions, goals, and programs of public relations, its relationship with the administrative process, and the roles of public relations specialists and consultants in development and public opinion. It also explores decision-making processes related to public relations, their applications with organizational audiences, the structuring of public relations departments, and public relations programs in international organizations.

**20123203 Operations Research (3, Theory: 3, Practical: 0, Prerequisite: Business Mathematics, Blended).**

This course aims to deepen students' understanding of the fundamentals of operations research and its applications in administrative processes. It focuses on developing practical skills in decision-making using quantitative inputs, enabling students to analyze administrative cases and situations objectively. The course includes developing competencies for decision-making through mathematical and analytical methods, including evaluating the effectiveness of mathematical models in different administrative processes. It also equips students with tools to apply mathematical theories and concepts to practical administrative cases, thereby enhancing their ability to analyze problems and generate innovative, effective solutions.

**20133211 Applications of Artificial Intelligence in Business / E (3, Theory: 0, Practical: 3, Prerequisite: None, Face-to-Face).**

This course provides students with a comprehensive understanding of the basic concepts of Artificial Intelligence (AI) and its growing importance in the modern business world. It covers the development of AI and its main fields, including machine learning, natural language processing, and big data analytics, with an emphasis on their practical applications in business environments. Students will learn how to employ intelligent tools in management, marketing, human resources, and supply chains to improve decision-making and enhance operational efficiency. The course includes practical opportunities through exposure to real-world case studies and hands-on experiences using simplified digital tools to understand the mechanisms of intelligent models. It also encourages critical and analytical thinking in handling data and solving administrative problems systematically, while highlighting ethical and professional dimensions of AI use in business.

**20851202 Human Resource Planning (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course enables students to understand the HR planning process, identify its fundamental stages, and apply effective methods to align organizational goals with HR planning. It emphasizes techniques for attracting individuals with suitable skills and qualifications, as well as developing employees. Students develop skills in analyzing HR planning and recruitment challenges and providing appropriate solutions. The course promotes selecting optimal methods for determining organizational human resource needs and evaluating the effectiveness of planning and recruitment processes. It also enhances students' ability to implement development plans and recruitment strategies that ensure filling vacancies with the best candidates, in support of HR strategy and organizational goals.



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**20851203 Human Resource Recruitment (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course deepens students' understanding of the strategic importance of recruitment in the context of HRM and clarifies its interconnection with other HR functions. It focuses on evaluating current issues and methodologies used in recruitment and selection processes, with practical application of effective interviewing techniques. The course also includes job description design, workforce planning, and recruitment strategies, giving students the opportunity to develop advanced competencies in this area. It aims to provide students with the skills necessary to conduct effective recruitment processes that meet organizational needs and support strategic goals.

**20852104 Training and Human Resource Development (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course provides students with comprehensive knowledge of training and HR development, focusing on effective strategies for developing employee skills. It covers performance analysis, identification of gaps between expected and actual performance, and different types of training with their specific characteristics. The course discusses techniques for continuous analysis of individual and group skills, and their use in designing and implementing integrated training programs. It emphasizes the role of training in improving performance and productivity, highlights the latest theories and practices in HR development, and enhances students' abilities to lead training and development processes effectively within organizations.



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**20852206 International Human Resource Management (3, Theory: 3, Practical: 0, Prerequisite: Human Resource Planning, Blended).**

This course provides students with a deep understanding of the main concepts of international HRM and the key challenges organizations face in managing their workforce globally. It focuses on strategic analysis to align HRM objectives with overall corporate goals at the international level and covers the design and implementation of HR strategies that reflect the company's interaction with global markets. Students develop skills to identify and solve administrative challenges in international HR contexts. The course also addresses international HR planning to strengthen strategic perspectives and provides a framework that supports HR efficiency and effectiveness worldwide.

**20813102 Leadership and Teamwork (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course introduces students to the concept of leadership and its importance in business, along with the significance of work teams in organizations, their types, and the principles of forming successful teams. It emphasizes developing skills in team management, guidance, motivation, and conflict resolution. The course enhances students' ability to organize and manage teams effectively, distribute tasks, monitor progress, and achieve organizational goals. It also focuses on analyzing team performance, identifying strengths and weaknesses, and applying practical measures to improve overall team performance.

**20853107 Job Analysis and Design (3, Theory: 3, Practical: 0, Prerequisite: Human Resource Planning, Blended).**

This course provides students with an in-depth understanding of the principles of job analysis and design, and how to create flexible and integrated organizational structures that support institutional goals. It emphasizes developing skills in data collection and analysis to determine job requirements and prepare accurate job descriptions. The course encourages critical thinking in evaluating job analysis and design scenarios across diverse and changing contexts. It equips students with the ability to build effective job structures, understand their impact on organizational design, and design sustainable and adaptable structures aligned with changing market demands, making HR a strategic resource for the organization



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**20823201 Performance and Compensation Management (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course provides students with comprehensive knowledge of performance management concepts and compensation systems in organizations. It offers an in-depth understanding of performance evaluation practices and their importance in achieving organizational strategic goals. The course emphasizes developing skills in designing and applying effective performance evaluation strategies, determining appropriate compensation and incentives, and analyzing salary structures. It also covers the preparation of reward and benefits programs, and understanding the legal frameworks related to compensation. The course enhances students' ability to integrate performance and compensation strategies to achieve optimal employee motivation and ensure a productive and sustainable work environment.

**20853209 Talent Management (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course provides a comprehensive understanding of the objectives of talent management and its contribution to organizational success. It introduces students to effective strategies and tools used in talent acquisition, deployment, development, and retention. Emphasis is placed on developing training and career development skills, and formulating strategies that support the growth of human capabilities within organizations. Students will acquire the ability to identify and attract necessary human talent, deploy it effectively, and design and implement talent development programs and retention strategies to ensure the continuity and growth of the organization.

**20514103 Business Intelligence and Data Analytics (3, Theory: 2, Practical: 1 – 2 hours executed, Prerequisite: Fundamentals of MIS, Face-to-Face).**

This course equips students with the knowledge and skills required to use business intelligence and data analytics tools to support decision-making in business environments. It focuses on the concept of business intelligence and its role in improving organizational performance. The course covers data analysis tools to extract actionable insights, the design of interactive dashboards and analytical reports, and the application of techniques such as data mining and predictive modeling. It also emphasizes linking analytics with organizational strategy and decision-making processes.



**20814101 Labor Law and Industrial Relations (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course aims to deepen students' understanding of labor law provisions, offering a comprehensive legal framework for addressing various labor-related issues. It covers differentiating and classifying types of employment contracts and understanding their differences according to Jordanian labor law. The course develops students' skills in analyzing and evaluating labor law cases, proposing appropriate solutions to practical problems, and applying critical thinking to assess the compliance of labor practices with legal provisions. It also emphasizes developing competencies in drafting employment contracts effectively in line with Jordanian law.

**20834101 Human Resource Information Systems (HRIS) (3, Theory: 2, Practical: 1 – 2 hours executed, Prerequisite: Fundamentals of HRM, Face-to-Face).**

This course introduces students to the importance and applications of HR Information Systems in the modern workplace. It focuses on studying the types and functions of HRIS, including HR planning, compensation management, and payroll determination. Students will learn how to integrate IT efficiently into various HR functions, develop skills in interacting with digital systems, and use specialized software to analyze HR data. The course enables students to design innovative technological solutions that support HRM processes and organizational goals. It combines theory with practical applications to prepare students for contemporary challenges in HRM and HRIS.

**20854111 Contemporary Issues in Human Resource Management (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course provides students with an in-depth understanding of modern trends in HRM, with a focus on artificial intelligence, remote work technologies, and data analytics applications. Students will be able to analyze the effects of these technologies and evaluate their role in enhancing business efficiency and effectiveness. The course addresses contemporary issues and challenges facing organizations in a changing world, offering opportunities for creativity and innovation in developing practical solutions. It also includes a comprehensive study of both local and international influences in HRM, providing students with a holistic view of global HR trends and their impact on organizational policies.



**20854200 Field Training (3, Theory: 0, Practical: 3, Prerequisite: Completion of 90 credit hours, Face-to-Face).**

This course provides students with practical training that bridges academic knowledge with real-world applications in workplace settings. Students will engage with organizations and companies across various economic sectors, participating in actual HR tasks. Training focuses on developing skills in job analysis, workforce planning, recruitment and selection procedures, training program design and implementation, performance management, compensation and benefits analysis, and enhancing organizational work environments. This practical experience prepares students to face labor market challenges and strengthens their professional readiness.

**20854216 Graduation Project in Human Resource Management (3, Theory: 0, Practical: 3, Prerequisite: Completion of 90 credit hours, Face-to-Face).**

This course aims to develop students' research capabilities, with a focus on applying scientific research methods. Students will learn how to formulate research questions, design studies, collect and analyze data systematically, and present their findings. The course encourages independence and innovation in topic selection and idea development, enabling students to explore issues aligned with their academic and career interests. It also enhances skills in research writing and presentation, contributing to the refinement of students' communication and presentation abilities. The project provides students with an opportunity to demonstrate critical and analytical thinking and to apply the knowledge and skills gained throughout their studies.

**20113108 Business Entrepreneurship (3, Theory: 3, Practical: 0, Prerequisite: Principles of Business Administration, Blended).**

This course introduces students to the concept of entrepreneurship and its importance in establishing business ventures, with a focus on small businesses. It identifies the fundamentals, characteristics, requirements, and core activities of entrepreneurship, as well as the key traits and skills of entrepreneurs. The course also addresses the foundations of launching entrepreneurial projects and the main challenges that hinder their success. It emphasizes equipping students with the necessary skills to transform entrepreneurial ideas into real projects and building their abilities to prepare business, financial, marketing, and operational plans for entrepreneurial ventures. Detailed explanations of small businesses, their techniques, and their



role in forming a developmental platform for medium- and large-scale enterprises, as well as their contribution to supporting the overall economy, are also provided.

**20123102 Business Ethics (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course introduces students to the concepts of business ethics and social responsibility and their importance in business organizations. It emphasizes developing students' skills in analyzing cases related to ethical issues in organizations and discussing them critically and objectively. It also includes learning how to distinguish between ethical and unethical practices and recognizing cases of administrative corruption. The course further aims to build competencies in creating administrative systems based on governance principles and achieving sustainable development, enabling students to apply these concepts in various business sectors.

**20853117 Career Path Management (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course provides students with comprehensive knowledge of career path planning and development in organizations. It emphasizes skills in analyzing career development needs and designing strategies to enhance professional growth. The curriculum includes competencies in performance management, career counseling and guidance, and leadership development. The course enables students to understand workplace dynamics and how to achieve alignment between individual and organizational goals for sustainable success.

**20853210 Strategic Human Resource Management (3, Theory: 3, Practical: 0, Prerequisite: Human Resource Planning, Blended).**

This course provides students with fundamental knowledge of strategic HR planning and HRM strategic processes. It includes detailed explanations of SWOT analysis and the steps required to formulate effective strategies. The course also enables students to acquire the skills necessary to apply HR strategies in diverse workplace environments. It emphasizes developing the ability to design strategies that foster positive change in performance, behavior, skills, daily activities, and workplace interactions.



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**20824202 Human Resource Accounting (3, Theory: 3, Practical: 0, Prerequisite: Principles of Accounting (I), Face-to-Face).**

This course provides students with advanced knowledge in the field of Human Resource Accounting, focusing on the methods and techniques used to measure and analyze the cost and value of human resources in organizations. It covers topics such as performance evaluation, workforce planning, and performance-based rewards. Students will acquire skills in using accounting tools to analyze and improve HRM efficiency. The course enhances students' analytical and managerial competencies, enabling them to play an effective role in strategic planning and performance evaluation within organizations.

**20853215 Special Topics / E (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course, delivered in English, provides students with in-depth knowledge of HRM applications through the study of real-world cases. It focuses on developing students' skills in critical analysis and evaluation of HR-related problems and solutions. The curriculum includes competencies in strategic decision-making, change management, and conflict resolution. The course offers students opportunities to apply academic concepts and theories in practical scenarios, enhancing their practical understanding and preparing them to face HR challenges in diverse organizational contexts.

**20112102 Organization Theory (3, Theory: 3, Practical: 0, Prerequisite: Principles of Business Administration, Blended).**

This course deepens students' understanding of organizational theory and its significance in business organizations. It focuses on explaining traditional models of organizational theory and linking them to current developments and challenges in the business environment. The course also aims to develop students' skills in analyzing the internal environment of organizations and preparing them to adapt to external changes. It emphasizes developing organizational structures suited to workplace environments and enhancing students' ability to diagnose and analyze problems, address real-world cases, and apply theoretical concepts in practice. This enables students to gain a profound and practical understanding of organizational theories.



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**20853213 Diversity Management (3, Theory: 3, Practical: 0, Prerequisite: International Human Resource Management, Face-to-Face).**

This course enables students to understand the importance of diversity in the workplace and to develop the competencies necessary for managing it effectively. Students will explore multiple dimensions of diversity, including culture, gender, age, and social backgrounds, and examine how these factors influence interactions and performance in organizations. They will learn strategies to create an inclusive and respectful work environment that fosters collaboration and innovation. Topics covered include effective cross-cultural communication, overcoming bias and discrimination, and developing policies and practices that support diversity. Students will acquire critical analysis skills and effective leadership competencies to manage diverse teams, contributing to organizational goals and promoting an integrated organizational culture.

**20853214 Occupational Health and Safety (3, Theory: 3, Practical: 0, Prerequisite: Fundamentals of HRM, Blended).**

This course provides students with comprehensive and practical knowledge of the importance of occupational health and safety in various work environments. It focuses on learning relevant laws and standards and applying them to minimize risks in the workplace. Students will learn to conduct risk analysis, develop and implement safety plans, and establish emergency procedures. The course also covers topics such as accident prevention, occupational health management, and fostering a culture of safety within organizations. By the end of the course, students will have acquired the competencies necessary to play an active role in managing workplace health and safety, thereby contributing to employee protection and productivity improvement.

**50531108 Principles of Statistics for Business (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course covers data presentation through tables and graphs, measures of central tendency and dispersion, counting methods, variance, binomial distribution, probability laws, random variables, sampling distributions, correlation and regression, and correlation coefficient.

**50551106 Business Mathematics (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course focuses on essential mathematical tools and how to use this knowledge and these tools to understand, explain, and solve real-world problems in economics and business management. Topics include equations and functions of various degrees, algebra, matrices and linear programming, logarithms, differentiation, and integration.

**20121211 Principles of Economics Sciences (3, Theory: 3, Practical: 0, Prerequisite: None, Blended).**

This course introduces students to the fundamental concepts of economics in both microeconomics and macroeconomics. On the micro level, it covers topics such as supply and demand and their elasticity, consumer behavior and utility theory, as well as production and costs in their various forms. It also explains different market structures, including perfect competition and monopoly. On the macro level, it addresses topics such as GDP, production possibility, aggregate demand and supply, as well as concepts of consumption, saving, investment, and economic equilibrium. This course provides students with a foundational understanding of how the economy operates both at the individual and corporate level, and at the national economy level as a whole.