Faculty: Economics and administrative sciences	
Department: Business Administration	**Program: Masters (MBA)**
Academic year: 2024-2025	**Semester: 1 st Semester**

Course Plan

First: Course Information

Course No.:	Course Title: Advanced Human Resource Management	Credit Hours:3	Theoretical:X	Practical:
Prerequisite No. and Title: ---		Section No.: ---	Lecture Time: 4:30-7:30 pm	
Level in JNQF				

Type Of Course:	☐ *Obligatory University Requirement* ☐ *Elective University Requirement* ☐ *Obligatory Faculty Requirement* ☐ *Elective Faculty Requirement* ■ *Obligatory Specialization Requirement* ☐ *Elective Specialization Requirement* ☐ *Ancillary course*
Type of Learning:	☐ *Face-to-Face Learning* ☐ *Blended Learning (2 Face-to-Face + 1 Asynchronous)* ■ *Online Learning (2 Synchronous + 1 Asynchronous)*

Second: Instructor's Information

Course Coordinator:		
Name:	Academic Rank: Assistant Professor	
Office Number:	Extension Number:	Email:
Course Instructor:		
Name:	Academic Rank:	
Office Number:	Extension Number:	Email:
Office Hours:	Sunday Monday Tuesday Wednesday Thursday	

Third: Course Description

This course includes the definition and study of the general framework of human resources management in business. This course includes a study of how to connect theoretical and applied principles in human resources management

Fourth: Course objectives

Understand human resource management from a systemic, strategic perspective.
•Describe the field of "human resource management" and understand its relevance to managers and employees in work organizations especially in a global economy.
•Conduct a basic job analysis and apply this understanding of job requirements to other human resource management systems such as selection, performance appraisal, and compensation.
•Recognize contemporary human resource management tools and understand some of the technical details of human resource management practices.
•Apply relevant theories to the management of people in organizations.
•Analyze business challenges involving human resource systems.
•Critically assess and evaluate human resource policies and practices.
•Be aware of current international HRM trends, explain how human resource management practices can support organizational strategy – especially in a global environment.
•Describe sound practice in the areas of recruitment, selection, training, performance appraisal, remuneration, and retention.
•Apply knowledge of HRM to critique existing HR practices in a client organization and to develop improved practices and tools to suit the client's specific needs.

Fifth: Learning Outcomes

Level descriptor according to (JNQF)	CILOs Code	CILOs If any CLO will not be assessed in the course, mark NA.	Associated PILOs Code Choose one PILO for each CILO*	Assessment method Choose at least two methods
Knowledge	**K1**	Specialized knowledge on the frontiers of the latest scientific findings in the field human resource management	**PK1**	**Formative**
	K3	Sufficient knowledge human resource management strategies	**PK3**	**Formative**
	S2	Ability to innovate new skills, tools and procedures at a high level including emerging new technological skills	**PS2**	**Formative**
	S3	Ability to integrate knowledge from different areas of human resource management	**PS3**	**Formative**
Competencies	**C1**	Dealing with complexity in human resource management issues, managing them, and taking the initiative to solve them and Formulating provisions and transferring good practices	**PC1**	**Collective**
	C2	Managing ambiguous contexts that require a new strategic approach in human resource management	**PC2**	**Collective**
	C3	Take responsibility for the team's work	**PC4**	**Collective**

	C4	Contribute to professional knowledge	**PC5**	**Collective**
	C5	Ability to review team performance	**PC6**	**Collective**

*CILOs: Course Intended Learning Outcomes; PILOs: Program Intended Learning Outcomes; For each CILO, the PILO could be the same or different.

Sixth: Learning Resources

Main Reference:	Human Resource Management			
Author: Gary Dessler		Issue No.: 16th Edition	Print:	Publication Year: 2021
Additional Sources &Websites:	• Summerizes prepared by the instructor • E-learninig system			
Teaching Type:	☐ Classroom ☐ Laboratory ☐ Workshop ■ MS Teams ■ Moodle			

Seventh: Course Structure

Lecture Date	Course Intended Teaching Outcomes (CILOs)	Topics	Teaching Procedures*	Teaching Methods**	References***
18Oct	**K1** **S2,S3** **C1**	Introduction to Human Resource Management HRM	*Online Learning (2 +Synchronous 1 Asynchronous)*	**Lecture**	**Formative**
25Oct	**K1** **S2, S3** **C1**	Introduction to Human Resource Management (HRM) The strategic role of HRM Human Resource Management Strategy (HRMS)	*Online Learning (2 +Synchronous 1 Asynchronous)*	**Lecture**	**Formative**
1Nov	**K1** **S2, S3**	Staffing of Human Resource: Recruitment & Placement Job Analysis and Job Description	*Online Learning (2 +Synchronous 1 Asynchronous)*	**Lecture**	**Formative**
8Nov	**S2,S3** **C1**	Personnel Planning and Recruiting Employee Testing and Selection	*Online Learning (2 +Synchronous 1 Asynchronous)*	**Lecture**	**Formative**

15Nov	**S2,S3** **C4**	Interviewing Candidates Qualifying of human resources	***Online Learning (2 +Synchronous 1 Asynchronous)***	**Lecture**	**Collective**
22Nov	**K2** **S3** **C1**	.Compensation Performance Management and Appraisal	***Online Learning (2 +Synchronous 1 Asynchronous)***	**Lecture**	**Collective**
29Nov	**K1** **S2, S3**	Training and Development of :Employees Training of HR 2. Development of HR	***Online Learning (2 +Synchronous 1 Asynchronous)***	**Lecture**	**Collective**
6Dec			**Face to Face**	**Lecture**	**Collective**
13Dec	**S2,S3** **C4**	Maintenance of HR Safety, Health, and Risk Management	***Online Learning (2 +Synchronous 1 Asynchronous)***	**Lecture**	**Formative**
20Dec	**K2** **S3** **C1**	Maintenance of HR Safety, Health, and Risk Management	***Online Learning (2 +Synchronous 1 Asynchronous)***	**Lecture**	**Formative**
27Dec	**K1** **C1,C6**	Building Positive HR Relations Managing Careers and Fair Treatment	***Online Learning (2 +Synchronous 1 Asynchronous)***	**Lecture**	**Formative**
3Jan	**K1** **S1,S2**	Talent Management	***Online Learning (2 +Synchronous 1 Asynchronous)***	**Lecture**	**Formative**
10Jan	**K3** **S1** **C3**	Talent Management	***Online Learning (2 +Synchronous 1 Asynchronous)***	**Lecture**	**Collective**

17Jan	S2,S3 C1, C5	Revision	*Online Learning (2 +Synchronous 1 Asynchronous)*	Lecture	Collective
24Jan		**Final Exam**	**Face to Face**	**Lecture**	**Collective**

*Teaching procedures: (Face-to-Face, synchronous, asynchronous).   ** Teaching methods: (Lecture, video….).

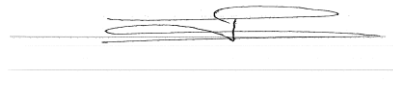*** Reference: (Pages of the book, recorded lecture, video….)

Eighth: Assessment Methods

Methods	Online Learning	Blended Learning	Face-To-Face Learning	K1	K3	S2	S3	C1	C2	C3	C4	C5	C6
Mid-term Exam			30	12	2	2	2	2	2	2	2	2	2
Assignments			15	-	-	-	3	2	2	2	2	2	2
Quizzes			4	-	-	-	2	2	-	-	-	-	-
Participation			4	2	2	-	-		-	-	-	-	-
Group presentation			7	-	-	-	2	-	3	-	2	-	-
Final Exam			40	15	3	3	3	3	3	3	3	2	2
Total out of 100			100	**36**		**17**		**47**					

Ninth: Course Policies

- All course policies are applied on all teaching patterns (online, blended, and face-to-face Learning) as follows:
  a. Punctuality.
  b. Participation and interaction.
  c. Attendance and exams.
- Academic integrity: (cheating and plagiarism are prohibited).

Approval	Name	Date	Signature
Head of Department	Dr. Adulrahman Alkarbsheh	1-11-2023	
Faculty Dean	Prof. Tareq Mbaideen	1-11-2023	