HRM-HUMAN RESOURCE MANAGEMENT

HRM 2003 Professional Practices in Human Resource (2-2-3)
This course equips students with a comprehensive understanding of HRM's nature, concepts, and strategic goals. It emphasizes HR professionals' key competencies and evolving roles in enhancing organizational performance. Delivered through practical, competency-based approaches, students will explore HR planning, job analysis, recruitment, selection, training, development, performance appraisal, compensation, and contemporary issues. The course fosters critical thinking, communication, and strategic skills, preparing students to address HR challenges in a competitive environment effectively.

HRM 2013 Talent Acquisition and Employee Life Cycle (2-2-3)
This course explores the fundamental aspects of the employee lifecycle, including talent attraction, selection, onboarding, retention, and exit strategies. It aims to provide students with a solid foundation in managing each stage effectively to enhance organizational success.

HRM 2113 Managing Employee Performance (2-2-3)
Explores performance management practices from theoretical and practical perspectives. It also examines how performance management systems are designed and implemented in organisations and evaluates key aspects of effective performance management systems and tools as well as contemporary approaches and practices to performance management in a globally competitive environment.
Prerequisites: HRM 2003

HRM 3023 Compensation, Benefits and Total Rewards (2-2-3)
This course offers a comprehensive overview of compensation, benefits, and total rewards management. Students will explore concepts such as job analysis, pay structures, and employee benefits through a practical lens. Students will develop the skills needed to design and administer compensation packages that align with organizational objectives and legal requirements. They will gain insight into total rewards communication strategies to enhance employee engagement. Upon completion, students will be equipped with competencies to navigate the complexities of compensation practices in HRM.
Prerequisites: HRM 2003

HRM 3103 Learning and Development (2-2-3)
Examines the proficiency needed to assess the role of learning and development (L & D) towards human capital development. Students will compare the way the learning and development function is structured in different organisations and will explore the training delivery techniques used in different L & D programs. The students will learn to develop, deliver, and evaluate learning and training development programs.
Prerequisites: HRM 2003

HRM 3113 Career Development and Planning (2-2-3)
The course is an important component of Human Resource Management. It presents various aspects of career planning and development for individual employees as well as the organization. Different career interventions namely, coaching, mentoring and their usage has been explained with illustrations. The course also highlights the significance of understanding self-concepts and importance of different career theories for the learner to realize the implications of all these in real life.
Prerequisites: HRM 2003

HRM 3123 UAE Employment Laws (2-4-3)
This course provides a comprehensive overview of UAE Labor Law, focusing on recent changes and their impact on employment. Students will study international agreements and Emiratisation policies influencing private sector employment in the UAE. Using practical examples and case studies, students will learn to apply UAE labor law principles in drafting contracts to ensure legal compliance. Students will also evaluate labor dispute resolution methods for fair outcomes. By the end of the course, students will grasp UAE labor law and its use in different employment situations.
Prerequisites: LAW 3103

HRM 3133 Emotional Intelligence in the Context of HRM (2-4-3)
The course examines the role of Emotional Intelligence and Communication in the organizations. Students start from a self-reflective position and progress to reflecting on the emotional intelligence of others in their work placement. Emotional Intelligence and Communication are applied to Team Building, Business Success, Conflict Reolution and Crises Management.

HRM 3616 HRM Industry Project I (0-240-6)
This course enables students to collaborate with industry, gain practical HR experience, and understand core HR functions. It covers talent acquisition, performance management, career development, total rewards, UAE employment laws, and emotional intelligence in HRM. Its goal is to foster the knowledge, skills, and competence necessary for a proficient HR professional.

HRM 4063 Global Human Resource Management (2-2-3)
The Global Human Resource Management course provides a comprehensive approach to examining the implications of internationalization and globalization of HRM. Critically examines domestic and global HRM practices including various global staffing approaches applied by multinational enterprises, cross-cultural training and development practices, international compensation methods, as well as the challenges associated with managing workforces in foreign locations.
Prerequisites: HRM 3103

HRM 4073 Employee Relations, Negotiation and Conflict Resolution (2-2-3)
This course introduces the student to the concepts of employee relations, in both union and non-union workplaces. The course examines international and local practices to deepen knowledge of labour violations and employment-related dispute settlement. In addition, it analyses issues in individual and collective labour relations and develops a practical approach to dispute resolution.

HRM 4133 Managing Diversity and Inclusion (2-2-3)
This course examines the importance of diversity and inclusion in the context of gender, race, ethnicity, people with determination, religion, culture, and their implications in building a productive and professional work environment. Students will also analyze theories, policies and practices of diversity management, explore different approaches to which organizational leaders respond to those differences, in the context of policies, systems, legislations and apply the knowledge gained to address & generate solutions to diversity related-issues prevalent in organizations.
Prerequisites: HRM 2003, HRM 2103

HRM 4143 Strategic Human Resource Management and Human Resource Analytics (2-2-3)
An approach to managing people that support an organization's long-term goals. This course delivers a combination of current and classic theory and practical application of course concepts relevant to Strategic Human Resource Management (SHRM) and HR analytics to effectively understand and navigate contemporary organizations. Students are expected to engage in the coursework through multiple real-world case study exercises and projects to gain a strong grip on the knowledge and skills presented in this course.
Prerequisites: HRM 3013

HRM 4153 Digital Human Resource Management (2-2-3)
This course explores the integration of digital technologies into HR practices, focusing on trends in digitalization, HR strategies for managing a digital workforce, and the evaluation of emerging HR tools. Students will develop practical skills to design innovative digital HRM solutions. Delivered through a competency-based education approach, the course equips students to align HR strategies with organizational goals and leverage technology for enhanced workforce management. It prepares students for leadership in a technology-driven advanced HR landscape.
Prerequisites: HRM 2003

HRM 4213 HRM Capstone Project (2-2-3)
Demonstrating mastery of the program learning outcomes, this capstone course requires the application of in-depth knowledge and research skills gained across the human resource management program to be evidenced in the industry-based project and report. The purpose is to integrate previously taught stand-alone courses in order to identify opportunities for the application and critical review of theory and practice in a business environment. In addition, this project is to be informed and supported where possible by industry in order to provide a high level of authentic learning.
Prerequisites: BUS 3123

HRM 4223 Compensation, Benefits and Total Rewards (2-2-3)
This course offers a comprehensive overview of compensation, benefits, and total rewards management. Students will explore concepts such as job analysis, pay structures, and employee benefits through a practical lens. Students will develop the skills needed to design and administer compensation packages that align with organizational objectives and legal requirements. They will gain insight into total rewards communication strategies to enhance employee engagement. Upon completion, students will be equipped with competencies to navigate the complexities of compensation practices in HRM.
Prerequisites: HRM 2003

HRM 4233 Managing Organizational Change (2-2-3)
Provides an integrated approach to the theory and practice of organisational change. Examines ways to implement and manage organisational change and innovation by using modern techniques to plan and implement change and innovation. It particularly involves learning the processes in managing and leading change within the theoretical frameworks of organisational culture, power, politics and leadership. Also considers the design and implementation of effective interventions specifically focused on developing HR related skills.
Prerequisites: MGT 1013

HRM 4716 HRM Industry Project II (0-24-6)
This course offers students industry collaboration, practical HR experience, and a deep grasp of HR management essentials. It covers global HR management, diversity and inclusion, strategic HRM, analytics, employee relations, conflict resolution, organization design, health and safety, employee well-being, and digital HRM. The goal is to cultivate the expertise needed for a successful HR career.
Prerequisites: HRM 3616