

HRM-HUMAN RESOURCE MANAGEMENT (HRM)

HRM 2003 Professional Practice in Human Resource (3-1-3)

Provides students with foundation knowledge of Human Resource Management (HRM) processes and strategies in organisations. Specifically, the course introduces the various HRM theories and models which explain the nature and significance of key HRM practices and HRM outcomes in organisations. In addition it examines the changing role of the human resource professional as a strategic partner in managing today's organisations. Key functions such as recruitment, selection, development, appraisal, retention, compensation, and labour relations are discussed.

HRM 2103 Recruitment and Selection (3-1-3)

Covers the knowledge and skills needed for HR practitioners in the recruitment and selection process related to human resource management. It emphasises the importance of the recruitment and selection plan in achieving organisational goals and objectives. Discusses the different selection tools and techniques available and analyses the issues and challenges in the recruitment and selection of foreign and local employees.

Prerequisites: HRM 2003

HRM 3003 Performance Management (3-1-3)

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 3013 Organisational Change Management (3-1-3)

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 2103

HRM 3103 Training and Development (3-1-3)

Examines the proficiency needed to assess the role of training and development in maintaining a motivated and up to date workforce. Students will compare the way the training and development function is structured in different organisations and will explore the training delivery techniques used in different training programs. The students will learn to develop, deliver and evaluate training programs.

Prerequisites: HRM 2003

HRM 3113 Career Development and Planning (3-1-3)

Focuses on the development of essential human resource management skills. Covers the concepts related to mentoring, coaching, replacement charts, skill inventories, career paths, succession planning, position analysis questionnaires, and career development strategies related to plateaued staff.

Prerequisites: HRM 2003

HRM 4003 Employee Relations and UAE Labour Law (3-1-3)

International and local rules and practices will be compared for better understanding of employment-related dispute settlement, and policies and procedures related to the administration of employee benefits and possible labour violations. Employment contracts for commercial enterprises in the UAE will be drafted and collective labour relations will be analysed.

Prerequisites: LAW 3103

HRM 4013 Compensation and Benefits (3-1-3)

Focuses on contemporary compensation and benefits practices and the proficiencies required in its administration. Additionally it examines and evaluates organisational compensation and benefits programs and its implications for decision making in organisations.

Prerequisites: HRM 3003

HRM 4023 Resourcing and Talent Planning (3-1-3)

Examines the key operational tools, techniques and practices that companies use to resource their organisations effectively. Areas covered include recruitment, selection, workforce planning, staff retention, succession planning, retirement and dismissal processes. Specifically it focuses on the role of HR management in workforce mobilisation with an emphasis on securing employees with the needed qualifications to drive organisational performance.

Prerequisites: HRM 2003

HRM 4033 Managing Communications and Emotional Intelligence for HRM (3-1-3)

Examines approaches to develop effective communication in organisations by understanding communication processes and best practices in organisational communication. Areas covered include communication theory, interpersonal communication, emotional intelligence and perception, the importance of intercultural communication, body language and nonverbal communication.

Prerequisites: MGT 2103

HRM 4043 Occupational Health and Safety (3-1-3)

Provides a comprehensive overview of occupational health and safety management systems with an emphasis on the recognition and assessment of hazards and risks in the workplace and prevention action systems to be applied. Emphasises the integration of health and safety within the framework of human resources management and the required knowledge and tools for incorporating health and safety practices into organisational policies and procedures.

Prerequisites: HRM 2003

HRM 4053 Organization Design and Development (3-1-3)

Examines various theories and models that contribute in designing agile and adaptable organisations to achieve sustainable performance by shaping and aligning organisational strategy with its structures, size, systems, process, people, culture and communication.

Prerequisites: HRM 3103

HRM 4103 International Human Resource Management (3-1-3)

Provides a comprehensive approach to examining the implications of internationalisation and globalisation of HRM. Critically examines domestic and international HRM practices as well as the challenges associated with managing workforces in foreign locations.

Prerequisites: HRM 2003

HRM 4113 Negotiation and Workplace Dispute Resolution (3-1-3)

Critically examines workplace conflict and varied approaches to dispute resolution in both union and non-union workplaces. 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 labor relations and develops a practical approach to dispute resolution.

Prerequisites: HRM 4003

HRM 4123 Employee Development through Coaching and Mentoring (3-1-3)

Explores various theoretical concepts and practical approaches in the use of coaching and mentoring and the overall development of employees in organisations. Focuses on the role of line managers as coaches and mentors to employees in the organisation. Examines approaches to evaluating the efficacy of various coaching and mentoring interventions in the context of local and international organisations.

Prerequisites: HRM 3103

HRM 4133 Managing Diversity and Inclusion (3-1-3)

Examines the importance of diversity in the workforce and implications for building a productive work environment. Theories, policies and practices of diversity management in the workplace will be examined and discussed.

Prerequisites: MGT 2103

HRM 4143 Strategic HRM and HR Analytics (3-1-3)

Provides a critical examination of the theories, principles, current issues and practices relevant to human resource management strategy and HR analytics. Specifically it examines core strategies for maintaining equity and diversity in the workplace, including ethical decision-making and best practices in the region for attracting, retaining and developing employees and management from a strategic perspective.

Prerequisites: MGT 3103

HRM 4153 HRM Information Systems (3-1-3)

Covers two major aspects of business management that affect the competitive advantage of companies: Human Resources and Information Systems. Specifically utilises the HRIS and examines basic concepts and advantages of HRIS with a futuristic vision. Develops the skills required to understand customers, conduct a needs analysis and design HRIS architecture. In addition, approaches to HR metrics will be examined with an emphasis on the generation of appropriate business reports reflecting cost-benefit analysis and the effect on business outcomes.

Prerequisites: BIS 3003

HRM 4203 HRM Research Project (3-1-3)

Demonstrating mastery of the program learning outcomes, this capstone course requires the application of knowledge and research skills gained across the HRM program to be evidenced in the industry-based project and report. Previously taught stand-alone courses are integrated 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 to provide a high level of authentic learning. Completion of 117 course credits required before enrolling.

Prerequisites: LSS 1123