

HUMAN RESOURCE MANAGEMENT

Admission to Program

Admission to the program is explained in the HCT Admission Policy described in the Academic Policies section of this Catalog.

The Bachelor of Human Resource Management program strives to produce graduates able to function effectively as people and talent managers. Graduates will have the skills, knowledge and ability to analyze and evaluate complex people management issues in local and global contexts, while demonstrating the ability to work independently, or in teams, to think critically, solve problems, make recommendations for improvements, and use a range of HRM analytic tools.

Program Mission

The Bachelor of Human Resource Management program seeks to produce graduates able to function effectively in managerial and practitioner roles in the specialized field of Human Resource Management. Graduates will have the skills, values and ability to explain, analyze and evaluate complex Human Resource Management processes in local and global contexts, while demonstrating the ability to work independently, or in teams, to think critically, solve problems, make recommendations for improvements, and use advanced Human Resource Management tools.

Program Description

The Bachelor of Human Resource Management program provides students with the knowledge and skills needed to work as competent HRM professionals. Successful completion of the program will enable graduates to work in a variety of public and private sector organizations. The program places emphasis on structured techniques and best practices for managing talent and human capital, with a variety of analytic frameworks presented.

The program offers two distinct concentrations:

HRM-Strategy concentration and Talent Management concentration

For the **HRM-Strategy concentration**, students take HRM 4043, HRM 4053, HRM 4133, HRM 4143 and HRM 4153 elective courses.

For the **Talent Management concentration**, students take – HRM 4023, HRM 4033, HRM 4113, HRM 4123 and HRM 4133 elective courses.

Students will have the option to graduate with a Higher Diploma in HRM upon the successful completion of 102 credits inclusive of the two internship courses.

Program Goals

Develop graduates who possess the

- Current knowledge and understanding of key areas of the Human Resource Management field, their interrelationship and application.
- Ability to use the Human Resource Management tools, think critically, and conduct applied research.
- Necessary key success skills in business.

- In depth knowledge of the Human Resource Management field and its interrelationship and application across business environments.

Program Learning Outcomes

Degree Level

Students will be able to...

1. Demonstrate in-depth knowledge of Human Resource Management areas and tools.
2. Use appropriate tools to solve complex authentic problems in Human Resource Management contexts.
3. Conduct research and critically evaluate arguments, abstract concepts and data, to examine issues in Human Resource Management.
4. Demonstrate self-development and the ability to work independently and in teams.
5. Make ethical decisions in global and local Human Resource Management contexts, including issues related to sustainability and societal responsibility.
6. Effectively communicate in Arabic and English in both oral and written forms in business contexts.
7. Demonstrate the ability to apply Human Resource Management principles to various real world situations.

Higher Diploma Exit

Students will be able to...

1. Demonstrate knowledge of Human Resource Management principles, concepts and tools.
2. Use appropriate tools to solve problems in Human Resource Management contexts.
3. Conduct research and examine arguments, concepts and data, to assess issues in Human Resource Management.
4. Demonstrate self-development and the ability to work independently and in teams.
5. Make ethical decisions in global and local Human Resource Management contexts, including issues related to sustainability and societal responsibility.
6. Effectively communicate in Arabic and English in both oral and written forms in business contexts.

Requirements Completion Requirements

Code	Title	Credit Hours
Business Core Courses		
Required Credits: 54		
ACC 1003	Fundamentals of Financial Accounting	3
ACC 1103	Managerial Accounting	3
BIS 3003	Business Information Systems	3
ECO 1003	Microeconomics	3
ECO 1103	Macroeconomics	3
FIN 2003	Financial Management	3
INT 2156	Business Internship I	6
INT 3156	Business Internship II	6

LAW 3103	Business and Commercial Law	3
MGT 1003	Principles of Management	3
MGT 2103	Organizational Behaviour	3
MGT 3003	Business Ethics and Corporate Governance	3
MGT 3103	Strategic Management and Simulation	3
MRK 1103	Principles of Marketing	3
OPM 2103	Operations Management	3
STS 2003	Business Statistics	3

Human Resource Management Core Courses

Required Credits: 30

HRM 2003	Professional Practice in Human Resource	3
HRM 2103	Recruitment and Selection	3
HRM 3003	Performance Management	3
HRM 3013	Organisational Change Management	3
HRM 3103	Training and Development	3
HRM 3113	Career Development and Planning	3
HRM 4003	Employee Relations and UAE Labour Law	3
HRM 4013	Compensation and Benefits	3
HRM 4103	International Human Resource Management	3
HRM 4203	HRM Research Project	3

Human Resource Management Elective Courses

(For Students not pursuing a Concentration)

Required Credits: 15

HRM 4023	Resourcing and Talent Planning	3
HRM 4033	Managing Communications and Emotional Intelligence for HRM	3
HRM 4043	Occupational Health and Safety	3
HRM 4053	Organization Design and Development	3
HRM 4113	Negotiation and Workplace Dispute Resolution	3
HRM 4123	Employee Development through Coaching and Mentoring	3
HRM 4133	Managing Diversity and Inclusion	3
HRM 4143	Strategic HRM and HR Analytics	3
HRM 4153	HRM Information Systems	3

General Studies

Required Credits: 33

English, Arabic or other Languages

Required Credits: 12

Humanities or Arts

Required Credits: 3

Information Technology or Mathematics

Required Credits: 6

The Natural Sciences

Required Credits: 3

The Social or Behavioral Sciences

Required Credits: 9

Concentrations

Concentration Name: HRM Strategy Concentration

Total Credit Hours: 15

Concentration Curriculum:

Code	Title	Credit Hours
HRM 4043	Occupational Health and Safety	3
HRM 4053	Organization Design and Development	3
HRM 4133	Managing Diversity and Inclusion	3
HRM 4143	Strategic HRM and HR Analytics	3
HRM 4153	HRM Information Systems	3
Concentration Code: HRS		

Concentration Electives:

Concentration Name: Talent Management Concentration

Total Credit Hours: 15

Concentration Curriculum:

Code	Title	Credit Hours
HRM 4023	Resourcing and Talent Planning	3
HRM 4033	Managing Communications and Emotional Intelligence for HRM	3
HRM 4113	Negotiation and Workplace Dispute Resolution	3
HRM 4123	Employee Development through Coaching and Mentoring	3
HRM 4133	Managing Diversity and Inclusion	3
Concentration Code: TLM		

Concentration Electives:

Students will have the option to graduate with a Higher Diploma in HRM upon the successful completion of 102 credits inclusive of the two internship courses.

Description	Data
Total Required Credits	132
Maximum Duration of Study	6
Cost Recovery Program	No
Minimum Duration of Study	4
Program Code	BUHRM
Major Code	HRM

Ideal Study Plan

Recommended Sequence of Study

Year 1		Credit Hours
Semester 1		Credit Hours
ACC 1003	Fundamentals of Financial Accounting	3
ECO 1003	Microeconomics	3
LSM 1003	Applied Mathematics	3
LSS 1003	Life and Future Skills	3
MGT 1003	Principles of Management	3
Credit Hours		15
Semester 2		Credit Hours
ACC 1103	Managerial Accounting	3
ECO 1103	Macroeconomics	3
LSC 1103	Professional Communication and Reporting	3
LSS 1123	Basic Research Methods	3
MRK 1103	Principles of Marketing	3
Credit Hours		15

Year 2		
Semester 1		
AES 1013	Arabic Communications I	3
FIN 2003	Financial Management	3
HRM 2003	Professional Practice in Human Resource	3
ICT 2013	Computational Thinking and Coding	3
STS 2003	Business Statistics	3
	Credit Hours	15
Semester 2		
AES 1003	Emirati Studies	3
HRM 2103	Recruitment and Selection	3
LSC 2103	Academic Reading and Writing II	3
MGT 2103	Organizational Behaviour	3
OPM 2103	Operations Management	3
	Credit Hours	15
Summer		
INT 2156	Business Internship I	6
	Credit Hours	6
Year 3		
Semester 1		
BIS 3003	Business Information Systems	3
HRM 3003	Performance Management	3
HRM 3013	Organisational Change Management	3
LSN 1113	Introduction to Sustainability	3
MGT 3003	Business Ethics and Corporate Governance	3
	Credit Hours	15
Semester 2		
HRM 3103	Training and Development	3
HRM 3113	Career Development and Planning	3
LAW 3103	Business and Commercial Law	3
BUS 2403	Innovation and Entrepreneurship	3
MGT 3103	Strategic Management and Simulation	3
	Credit Hours	15
Summer		
INT 3156	Business Internship II	6
Higher Diploma in Human Resource Management Exit		
	Credit Hours	6
Year 4		
Semester 1		
AES 3003	Professional Arabic	3
HRM 4003	Employee Relations and UAE Labour Law	3
HRM 4013	Compensation and Benefits	3
2 Elective Courses		6
	Credit Hours	15
Semester 2		
HRM 4103	International Human Resource Management	3
HRM 4203	HRM Research Project	3
3 Elective Courses		9
	Credit Hours	15
	Total Credit Hours	132

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