

# 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.

## 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.

*Upon the successful completion of 117 credits, students may commence their Research Project (HRM 4203).*

Students are eligible for a one year Work Experiential Learning experience during their study.

## 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 knowledge of functional business areas.
2. Utilize tools to solve problems in Human Resource Management.
3. Conduct research and evaluate arguments, concepts and data in Human Resource Management.
4. Demonstrate self-development and the ability to work independently and in teams.
5. Apply ethical principles to decisions made in global and local contexts, including issues related to sustainability and societal responsibility.
6. Utilize effective oral and written Arabic and English communication in business.
7. Apply business principles utilizing technology to various real-world situations.

## Requirements Completion Requirements

Bachelor of Human Resource Management

*Students must successfully complete a minimum of 132 credits, including:*

Code	Title	Credit Hours
Business Core Courses		54
Human Resource Management Core Courses		30
Human Resource Management Elective Courses		15
General Studies		33
<b>Total Credit Hours</b>		<b>132</b>

Code	Title	Credit Hours
<b>Business Core Courses</b>		
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	Business Simulation and Project Management	3
MRK 1103	Principles of Marketing	3
OPM 2103	Operations Management	3
STS 2003	Business Statistics	3
<b>Human Resource Management Core Courses</b>		
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
<b>Human Resource Management Elective Courses</b>		
(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 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		

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

## Ideal Study Plan Recommended Sequence of Study

**Year 1****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
<b>Credit Hours</b>		<b>15</b>

**Semester 2**

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
<b>Credit Hours</b>		<b>15</b>

**Year 2****Semester 3**

BUS 2403	Innovation and Entrepreneurship	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
<b>Credit Hours</b>		<b>15</b>

**Semester 4**

AES 1003	Emirati Studies	3
HRM 2103	Recruitment and Selection	3
LSN 1113	Introduction to Sustainability	3
MGT 2103	Organizational Behaviour	3
OPM 2103	Operations Management	3
<b>Credit Hours</b>		<b>15</b>

**Summer**

INT 2156	Business Internship I	6
<b>Credit Hours</b>		<b>6</b>

<b>Year 3</b>		
<b>Semester 5</b>		
BIS 3003	Business Information Systems	3
HRM 3003	Performance Management	3
HRM 3013	Organisational Change Management	3
LSC 2223	Future Skills Capstone	3
MGT 3003	Business Ethics and Corporate Governance	3
<b>Credit Hours</b>		<b>15</b>
<b>Semester 6</b>		
AES 1013	Arabic Communications	3
HRM 3103	Training and Development	3
HRM 3113	Career Development and Planning	3
LAW 3103	Business and Commercial Law	3
MGT 3103	Business Simulation and Project Management	3
<b>Credit Hours</b>		<b>15</b>
<b>Summer</b>		
INT 3156	Business Internship II	6
<b>Credit Hours</b>		<b>6</b>
<b>Year 4</b>		
<b>Semester 7</b>		
AES 1033	Islamic Culture	3
HRM 4003	Employee Relations and UAE Labour Law	3
HRM 4013	Compensation and Benefits	3
HRM 4033	Managing Communications and Emotional Intelligence for HRM	3
HRM 4153	HRM Information Systems	3
<b>Credit Hours</b>		<b>15</b>
<b>Semester 8</b>		
HRM 4103	International Human Resource Management	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 4203	HRM Research Project	3
<b>Credit Hours</b>		<b>15</b>
<b>Total Credit Hours</b>		<b>132</b>

**Nawal Al Sayed**, Master of Business Administration, Glasgow Caledonian University, United Kingdom

**Nouralhoda Al Dhanhani**, Masters, University of Wollongong, Australia

**Onise Alpenidze**, Ph.D, I.J. Tbilisi State University, Georgia

**Pranav Naithani**, Ph.D, Birla Institute of Tech & Sc., India

**Priyadarshini Baguant**, Ph.D, University of Mauritius, Mauritius

**Rashid Ashraf**, Master of Arts, The University of Bolton, United Kingdom

**Roberta Fenech**, Ph.D, Birbeck College, United Kingdom

**Shagufta Sarwar**, Ph.D, University of Swansea, United Kingdom

**Shahira Osama Abdalla**, Ph.D, The University of Manchester, United Kingdom

**Shane McKenna**, Master of Education, University of New England, Australia

**Sriya Chakravarti**, Ph.D in Education, University of San Francisco, United States

**Tarek Ben Noamene**, Ph.D, University Nice-Sophia-Antipolis, France

**Tasneem Shaikh**, Master of Commerce, University of Mumbai (Bombay), India

**Victus Benuyenah**, Doctorate in Philosophy, Birkbeck College, United Kingdom

## Faculty and Academic Staff

**Aaron Paul Pineda**, Ph.D, University Of San Jose-Recoletos, Philippines

**Abdulla Ahmed Abdulla Alhory Alhadhrami**, Master of Business Administration, Abu Dhabi University, United Arab Emirates

**Anupama Rajasekharan Nair**, Master of Business Administration, Bharathiar University, India

**Bharti Pandya**, Ph.D, JRN Rajasthan Vidyapeeth University, India

**Bistra Boukareva**, Master of Economics, University of National and World Eco, Bulgaria

**Hernani Manalo**, Ph.D, Unv Negros Occidental-Recoleta, Philippines

**Juma Saeed AlNuaimi**, Doctor of Business Administration, Liverpool John Moores University, United Kingdom

**Manishankar Chakraborty**, Ph.D, Nagpur University, India

**Mario Gabrael**, Master of Business Administration, University of Western Sydney, Australia

**Mayar Mohamed Sabah Ali Al Kaabi**, Bachelor of Applied Science, Higher Colleges of Technology, United Arab Emirates