

MASTER OF HUMAN RESOURCE MANAGEMENT (HRM)

Introduction

As many organizations claim that their employees are their most valuable assets, effective management of human resources is essential for their success. Human resources helps in structuring teams, building the organizations culture and people with engagement and development. It also enhances the productivity of employees.

Program Objectives

The program's objective is to acquaint participants with the significance of human resources management (HRM) concepts, elucidating core functions along with addressing the needs of workers. Additionally, it imparts knowledge, understanding, and essential skills essential for contemporary human resources professionals, empowering students to make effective contributions to dynamic organizations.

Program Admission Requirements

In addition to satisfying the Deanship of Graduate Studies and Research admission requirements, the applicant must satisfy the following conditions:

Achieve a minimum score of 5.5 on the IELTS exam (about 500 in paper-based TOEFL or 61 in internet-based tests) or a minimum score of 75% on the University English placement exam

Applicants with non-business backgrounds are required to pass the foundation courses with a minimum GPA of 3.75 out of 5 before starting the program.

Note: *Students can pursue the program on a full or part-time basis.*

Program Structure

The program is composed of 42 credit hours: 27 credit hours' compulsory (including 3 credit hours' project), and 15 credit hours of elective courses to be offered over 4 semesters. This excludes the pre-requisite foundation module (a maximum of 12 credits) that will be offered to compensate for any deficiency in the students' knowledge. The grades of the Foundation module are not included in the cumulative GPA. Students must normally pass these courses. The degree requirements can be completed in four semesters (21 months of study). The program uses the English language as the main medium of instruction.

HRM Program Plan of Study

Pre-MBA Foundation Courses (Credits not counted in GPA)		Credits
BUSS 400	Introduction to Business Administration & Management	3
BUSS 410	Principles of Microeconomics	3
HRM 400	Human Resources Management	3
HRM 405	Organizational Behavior	3
A Maximum of 12 credits depending on the background of the Applicant		12

First Semester (9 Credit Hours)

Course	Title	Credits
HRM501	Advanced Human Resources Management	3
BUS 505	Advanced Organizational Behavior	3
BUS 508	Research Methods in Business	3
Total Credits		9

Second Semester (12 Credit Hours)

Course	Title	Credits
HRM 510	Managing Wages, Salaries, and Compensations	3
HRM 520	Human Resources Development and Planning	3
HRM 502	Labor Law	3
	One Elective Course	3
Total Credits		12

Third Semester (12 Credit Hours)

Course	Title	Credits
HRM 515	Managing Employees Performance	3
HRM518	Recruitment & Selection and Hiring	3
	Two Elective Courses	6
Total Credits		12

Fourth Semester (9 Credit Hours)

Course	Title	Credits
HRM 555	Final Research Project	3
	Two Elective Courses	6
Total Credits		9

Elective Courses:

Course	Title	Credits
HRM 525	International Human Resources Management (3 credits).	3
BUS 520	Leadership & Entrepreneurship	3
HRM 530	Special Topics in HRM	3
HRM 528	Human Resources Information Systems	3
HRM 535	Strategic Human Resources Management	3
HRM 509	Negotiation and Decision-Making Strategies	3
BUS 530	Strategic Management	3
HRM 538	Business Ethics and Corporate Social Responsibility	3
HRM 540	Managing Workforce Diversity	3

Courses Description

A) Core Courses

HRM 501 Advanced Human Resources Management (3 credits)

The course introduces the fundamental aspects of human resources management and its main concepts in terms of recruitment, human resources planning, job analysis and description, employees training and development, compensation, performance appraisal, career development, and legal aspects of equal opportunities laws. Globalization and its impact on human resources management is also covered.

Prerequisite BUS 400, if applicable

HRM 502 Labor Law (3 credits)

The course focuses on the development of Saudi labor law, the constitutional framework, and the National Employment Standards. It covers legislation related to employment conditions, such as, hiring, working hours, vacation and termination of employment and regulations concerning equality. Upon completion, students should be able to evaluate organization policy for compliance and assure that decisions are not contrary to law.

Prerequisite BUS 400, if applicable

BUS 505 Advanced Organizational Behavior (3 credits)

The objectives of this course to expose students to the concept of organizational design, and the theoretical and applied aspects of organizational behavior. It covers in-depth analysis of how individuals, groups, and organizations interact to influence the behavior of the corporate entity and that of its human resources. Topics include personality, perception, attitudes, values, learning, organizational climate, leadership, creativity, communication and informal groups.

Prerequisite BUS 400, if applicable

BUS 508 Research Methods in Business (3 credits)

The aim of this course is to identify the importance and role of scientific research in management studies and its analytical dimensions. It introduces students to various types of research and to the methodology and mechanics of conducting applied business research. It also covers the stages for research process with emphasis on field applications, including the design of research, data collection, analysis and reporting. Application of qualitative and quantitative research tools on selected topics in human resources management are also covered.

HRM 510 Managing Wages, Salaries and Compensations (3 credits)

The course covers alternative compensation philosophies. It focuses on the concept of performance appraisal and its criteria. It also addresses monetary and nonmonetary, direct and indirect compensation programs. The interrelationship between compensation, motivation, performance appraisal, and performance within the organization is examined.

Pre-requisite: HRM 501

HRM 515 Managing Employees Performance (3 credits)

This course explains and analyze the continuous process of identifying, measuring and developing performance in organizations by linking each individual's performance and objectives to the organization's overall mission and goals. It deals with the traditional and modern models, as well as strategies and methods of measuring the performance of individuals and their productivity. It also introduces models for calculating the return on investment of human assets in organizations.

Pre-requisite: HRM 501

HRM 518 Recruitment, Selection and Hiring (3 credits)

This course examines the concept of recruitment, internal and external sources of recruitment, methods of selection, and steps involved in selection process. The course also covers new trends and modern methods for recruitment and addresses the international standards for selection and hiring.

Pre-requisite: HRM 501

HRM 520 Human Resource Development and Planning (3 credits)

This course examines the primary role of human resources development (HRD) in the organization to help people and organizations effectively manage change. This course provides knowledge and skills on how to determine the supply and demand of human resources succession planning. It also focuses on strategies for assessing, designing, and implementing training and organizational development efforts that positively impact the performance of the individual and the work group.

Prerequisite: HRM 501

HRM 555 Final Research Project (3 credits)

In partial fulfillment of the requirements for the MHR degree, a student may choose to pursue a project track, equivalent to 3 credit hours during the last semester of the his/her studies. The project should tackle a human resource managerial issue and through the application of the theories and methods learned during the study, the student should analyse qualitatively or/and quantitatively the issue and come up with a proper solution or justification. The methods and techniques used in the project should be consulted with the assigned academic advisor.

Prerequisite: Fourth Semester

B) Elective Courses

HRM 525 International Human Resources Management (3 credits)

This course provides an introduction to the critical issues facing organizations in simultaneously managing their human resources at home and abroad. It focuses on the connection between corporate strategies and the effective management of human resources which, at times, may require differing policies between countries. The course is based on the notion that competitive firms and economies require appropriate structures, policies, and strategies for managing their employees at every level of the enterprise. This is particularly true of multinational enterprises (MNEs) and transnational corporations (TCs) intricately involved in a global environment.

Pre-requisite: HRM 501

BUS 520 Leadership & Entrepreneurship (3 credits)

This course primarily aims to help students develop effective and successful leadership techniques. It examines leader traits, abilities and behavior and relates them to entrepreneurial skills, performance and success.

Pre-requisite BUSS 505

HRM 530 Special Topics in HRM (3 credits)

The Special Topics in HRM is a specialized course intended to reinforce the student 's knowledge in this functional area of Business Administration. The topics to be included are usually not offered in one of the regular core or other elective courses. Through a combination of lectures, case studies and independent reading, the course aims to expand the students' knowledge of the related concepts and applications.

Pre-requisite: HRM 501

HRM 528 Human Resources Information Systems (3 credits)

This course provides a basic overview of transformation of Human Resources in the digital age and of various automated information systems that are available to support today's Human Resource Professional. The course will increase the student's ability and awareness to utilize modern systems

and other automated processes. The course also explores other methods to increase recruiting, simplify interviews and permit easier employee or prospect access to an organization's human resource offices. The course also focuses on systems security and individual privacy as well as legal implications to users and organizations.

Pre-requisite: HRM 501

HRM 535 Strategic Human Resources Management (3 credits)

This course introduces the technical and legal aspects of human resource management from a strategic business perspective. The course examines how to manage human resources effectively in the dynamic legal, social and economic environment currently constraining organizations. Among the topics included are: formulation and implementation of human resource strategy; job analysis; methods of recruitment and selection; techniques for training and development; performance appraisal; compensation and benefits; and evaluation of the effectiveness of HRM systems. Emphasis is placed on integrating human resource management with overall business strategy.

Pre-requisite: HRM 501

HRM 509 Negotiation and Decision Making Strategies (3 credits)

This course helps students develop a systematic approach to negotiation, enabling them to formulate and apply the instruments of negotiation strategy and tactics, recognize and overcome flaws in their negotiation and decision making processes. The course also helps students develop frameworks for making sound decisions; analyze situations; create plans to monitor, improve, and practice their negotiation and decision making skills.

Pre-requisite: HRM 501

BUS 530 Strategic Management (3 credits)

This course deals with strategy formulation and implementation in a changing global environment. Strategy deals with the positioning the firm, articulating a vision, and designing action to take advantage of the firm's short and long-term competitive position. Students are expected to integrate the different functional areas covered in their graduate studies. Case studies are used extensively to strengthen the applied aspects.

Prerequisite: Completion of at least 24 graduate credits of core courses

HRM 538 Business Ethics and Corporate Social Responsibility (3 credits)

The ultimate intent of the course is to leave students better equipped to identify, think critically about, and resolve ethical issues that are encountered in one's working life at the individual, organizational, and societal levels. It examines ethical Decision-Making process, stakeholders' theory, ethical and Corporate Social Responsibility theories and develop students' interest and abilities in recognizing and analyzing the ethical dimensions of real-world situations.

Prerequisite BUS 400, if applicable

HRM 540 Managing Workforce Diversity (3 credits)

Foundational information concerning a diverse/multicultural society. Importance of understanding cultural and demographic similarities/differences and how this information relates to the workforce and to education/training environments. Social diversity issues of current importance to workforce preparation and development of diversity training are included. The course also develops leadership competencies and skills to manage diversity effectively.

Prerequisites: HRM 501, BUSS 505