



Course Descriptor MNGT530 - Human Resource Management

Proposed Academic Year	2021-2022	Last Reviewed Academic Year	2020-2021
Course Code	MNGT530	Course Title	Human Resources Management and Development
Credit hours	3	Level of study	Postgraduate
College / Centre	College of Business Administration	Department	MNGT-MBA
Co-requisites	None	Pre-requisites	None

1. COURSE OUTLINE

Effective human resource management requires an intense understanding of various behaviors and processes not just in an HR department, but across the organization. All managers need to know why people behave in certain ways to enable effective policies and procedures to be developed that will enhance employee's standards and quality of life while also enhancing customer satisfaction.

HRM operates as (if not) the profit center of most organizations. Recruiting the best of the best and placing new hires in the appropriate position adds to the management of talent, which is a critical aspect to effective HRM. Training and development of every employee ensures each employee aligns their work with the mission and vision of the company. Compensation packages are discussed to show specific ways to retain or incentivize employees in ways that keep employees happy, as opposed to high and costly expenses due to frequent employee turnover, which directly impacts business profits and losses (the bottom line).

The focus of instruction will move progressively through the key duties within all HR departments and the management duties and skill sets required to effectively traverse these critical areas of every business.

2. AIMS

The major objective of this course is to provide students with a better understanding of human resource management that includes three primary functions; hiring, training, and retaining the best of the best employees. Specific learning objectives for this course are as follows:

1. To provide a basic knowledge of main ideas and key theories relating to Human resource management;
2. To develop an understanding of these and of related ideas and concepts.
3. To develop skills in diagnosis and problem solving in HR departments and by management through case studies;
4. To develop an interest in, an appreciation of, and a positive attitude toward the many aspects of the subject matter of management.

3. LEARNING OUTCOMES, TEACHING, LEARNING and ASSESSMENT METHODS (Indicative)

Learning Outcomes (Definitive)	Teaching and Learning methods (Indicative)	Assessment (Indicative)
1. Develop advance level about the concepts of human Resources management,	Lectures, PowerPoint Presentations & Group Discussion	Exam + Participation



Course Descriptor MNGT530 - Human Resource Management

including hiring, training and retaining the best of the best.		
2. Synthesize information regarding the effectiveness of recruiting methods and the validity of selection procedures, and make appropriate staffing decisions.	Lectures and seminars, Group work, Presentations	Class Presentation, Written Examination, Case Study, Assignments.
3. Demonstrate a substantial knowledge of employee benefit concepts, plan design, administrative considerations, and regulations governing employee benefit practices.	Lectures and seminars, Group work, Presentations	Class Presentation, Written Examination, Case Study, Assignments.
4. Critically analyze the processes to hire, train, and retain the best of the best employees and determine specific outcomes for developing benefit (compensation and incentive plans) that align With employee needs.	Lectures and seminars, Group work, Presentations	Class Presentation, Written Examination, Case Study, Assignments.
5. Produce a coherent written statement and oral presentation of the analysis of a complex business issue, and align HR systems with the strategic business objectives of a firm	Lectures and seminars, Group work, Presentations	Class Presentation, Written Examination, Case Study, Assignments.

4. ASSESSMENT WEIGHTING

Assessment	Percentage of final mark (%)
Midterm Examination	20
Case/Assignment	45
Final Exam	35
TOTAL	100%



Course Descriptor
MNGT530 - Human Resource Management

5. ACHIEVING A PASS

Students will achieve **03** credit hours for this course by passing **ALL** of the course assessments and achieving a **minimum overall score of 50%**

6. COURSE CONTENT (Indicative)

WEEK	LECTURE TOPIC	TIME (HOURS)
1	Introduction to Human Resource Management	3
2	H.R.M. Strategy and Analysis	3
3	Recruitment, Placement, and Talent Management: Job Analysis and Talent Management	3
4	Personnel Planning and Recruiting	3
5	Employee Testing, Selection, and the Interviewing Process Exam 1	3
7	Training and Developing Employees	3
8	Performance and Appraisal	3
9	Retaining Employees, Engaging Employees, and Careers	3
10	Pay for Performance and Financial Incentives Case/Assignment	3
11	Benefits and Services	3
12	Case/Assignment presentation	3
13	Employee Relations: ETHICS	3
14	Managing Small and Large Global Organizations: Review HRM	3
15	Revision	6
16	Final Exam	
	TOTAL HOURS	48
1 - 16	Plus recommended independent Study Hours	48
	TOTAL COURSE HOURS	96



Course Descriptor MNGT530 - Human Resource Management

7. RECOMMENDED READING

Core text/s:

Tyson, S. (2014). Essentials of human resource management. Routledge.

Secondary/Additional Texts:

Lawler, E. and Boudreau, J. (2015). Global Trends in Human Resource Management: A Twenty-Year Analysis. Stanford Business Books.

Horwitz, F. and Budhwar, P. (2016). Handbook of Human Resource Management in Emerging Markets. Edward Elgar Pub.

Snell, S.A., Morris, S.S. and Bohlander, G.W. (2015). Managing human resources. Nelson Education.

Bratton, J., & Gold, J. (2012). Human resource management: theory and practice. Palgrave Macmillan.

Aswathappa, K. (2013). Human resource management: Text and cases. Tata McGraw-Hill Education.

List of Journals:

Human Resource Management
British Journal of Industrial Relations
Work, Employment and Society
International Journal of Human Resource Management
Gender, Work and Organization
New Technology, Work and Employment
European Journal of Industrial Relations
International Journal of Manpower
Personnel Review

Library + Online resources:

ASU library
ASU online resources (ProQuest and e-library)
Sultan Qaboos University Library (by agreement)