



**College of Business**

**Brief Course Descriptions**

**Bachelor of Business Administration – Human Resource Management Concentration**

Course Name & Code	Brief Course Description
Human Resource Development 0505300	The development of an organization’s human resources is a critical component in gaining competitive advantage in today’s global markets. It is believed that training and development of the individual employee would enhance the work process and organizational performance to achieve organizational effectiveness. This course gives a broad based approach to the three primary areas of human resource development: training and development, career development and organization development.
Organizational Change 0505310	In today’s competitive business environment, organizations need to be able to adapt successfully to change that is produced by such environment. This course is concentrating on organization renewal, changing the culture, role and style of the OD practitioner, the diagnostic process, OD intervention strategies, process intervention skills, employee empowerment and interpersonal interventions, and team development interventions.
Compensation and Benefits Management 0505420	Competitive compensation increases employee’s motivation and commitment to the organization. The current course brings attention to the vital importance of employees’ compensation and benefit in sustaining an organization success on the long run. The course teaches analytical methods associated with critical elements of compensation such as, salaries, incentive pay, and benefits management. Emphasis is placed on the concept of total compensation across these decision-making areas, in relation to both HR and general competitive strategy.
Human Resource Planning, Recruitment & Staffing 0505430	This course is designed to enable students to understand the fundamental concepts of human resource planning, and staffing activities in organizations. It develops students’ abilities to analyze and integrate the complex social, cultural and organizational factors influencing human resource planning and staffing in this context. Topics include strategic staffing, human resource planning, recruitment, assessment, selection decision-making strategies, and succession planning and retention strategies.
Strategic Human Resource Management 0505440	This is one of the most important courses in human resource management. It brings attention to how strategically important it is to deal with organization’s employees as the most valued assets who individually and collectively contribute to the achievement of its objectives. This course aims to help students become effective people managers and team leaders, so as to maximize the performance and potential of their people, and to build and lead a strong organization with a high performance culture.