



College of Business

BBA in Human Resource Management

COURSE DESCRIPTIONS

Course ID	Course Name	Brief Course Description
0505200	Human Resource Management	This course provides a strong foundation in HR-related concepts, functions, and practices to help students appreciate the necessity for sound human resource management aligned with organizational strategy in a competitive environment. It gives an overview on job analysis, workforce planning and staffing, training and development, performance management, compensation and benefits, career planning, employee relations, health, and safety, both from theoretical and practical perspectives. It also introduces students to the employment legislation and ethical practices along with emerging trends such as workforce diversity, globalization, and empowerment.
0505300	Human Resource Development	Developing human resources is critical to gain competitive advantage in today's global markets as it equips the organization for its present and future talent. This course offers a broad-based foundation on the three primary areas of human resource development: training and development, career development, and organizational development. Students are introduced to different learning theories, styles, and processes that maximize the learning in the organization. It also prepares them to make informed choices about the training program designs and its measurable delivery and transfer to the workplace.
0505310	Organizational Change	In today's competitive business environment, the ability to adapt to the changing work conditions is the key for individual and organization success. This course provides multiple perspectives approach on understanding and managing change by recognizing the variety of ways in which change can be progressed and tailored to fit different organizational contexts. In addition, it prepares the students in diagnosing, planning, leading, implementing, and evaluating organizational changes, while supporting the employees in the change process. This course also sheds light on organizational development interventions for managing change effectively.
0505320	International HRM	This course presents international human resource management (IHRM) as the interplay among the three dimensions of human resource activities, type of employees, and countries of operation. It examines the cultural and organizational contexts of IHRM in cross-border mergers and acquisitions, international alliances, and SMEs; staffing, recruitment, and selection for international assignments; international performance management; training, development, and careers of expatriates; international compensation and benefits; international industrial relations and the global institutional context; and trends and future challenges in IHRM. The students learn the complexity of operating in different countries with emphasis on the international HRM confronting multi-national enterprises -large or small- and the challenges of managing people globally.

0505321	Managing Diversity	People from diverse backgrounds get along to work together and achieve the organizational goals. These differences if harnessed properly can be the catalyst for creativity, learning, innovativeness, and effectiveness; however, if misunderstood, these differences can hamper workforce productivity, relationships and team working spirit. This course elaborates on the diversity inherent to the social organizations with the aim of improving students understanding of its variant forms at primary and secondary level and enabling them to deal with these differences effectively. Particularly those that are based on social identity like race, ethnicity, language, gender, age, disability, belief system, etc. The course emphasizes on the effective diversity management for social justice outcomes and increased work productivity.
0505322	Managing Conflicts	The course provides an overview of the employment relationship involving interactions, behaviors, conflicts, and outcomes in the workplace. It pays close attention to the current themes, trends and developments in employment relations, and the regulatory landscape. It further provides the students with a set of analytical tools, concepts, and models to encourage an understanding of employment relationship, regarding fairness and engagement. In addition, it covers the causes and costs of conflicts, the impact of the psychological contract, and the legal framework for managing workplace disputes within the organization. The students learn to develop conflict resolution process by engaging stakeholders and training managers in resolution skills to resolve conflicts and manage effective relations with their employees.
0505360	Performance Management	In today's globalized world, technology and products are no longer key competitive advantage for the organizations. Rather, the key to organizational competitive advantage is to have motivated and talented employees offering outstanding performance. This course introduces students to the design and implementation of a performance management system with emphasis on the key role that interpersonal dynamics play in the process. It covers the continuous performance management process of identifying, measuring, and developing the performance of individuals and teams and aligning their performance with the reward systems and strategic goals of the organization.
0505420	Compensation and Benefits Management	This course elaborates on the vital role of employee's compensation and benefits in sustaining organizational success in the long run. It overviews on the bases of compensation design such as traditional pay, merit pay, incentive pay, person-focused pay, and benefits management, including legally required benefits and protection programs that attempt to promote employees' protection. Also, it details on designing the internal and external equity-based compensation systems. Emphasis is placed on the contemporary strategic compensation challenges, locally and globally.
0505430	HR Planning, Recruitment and Staffing	Staffing is a critical organizational function concerned with the acquisition, deployment, and retention of the organization's workforce. This course familiarizes the students with the significance of workforce planning and all staffing components such as recruitment, selection, and employment. It develops the students' abilities to analyze the staffing process from beginning to end and integrate it with the complex environmental and organizational factors to create a cohesive staffing management system. In addition, legal and ethical issues such as discrimination, equal opportunities, and diversity inclusion influencing human resource planning and staffing are highlighted in the context.
0505440	HRM Strategy	This course produces a cogent and coherent explanation of human resource management from a strategic perspective, mandating that a good fit between the two is imperative to sustain organization's effectiveness. It introduces the students to the strategy-oriented processes of HR that address business problems and directly contribute to major long-term

		business objectives. This course triangulates the core concepts of strategy, structure, and culture with emphasis on application in both local and international perspectives. In addition, it helps the students develop a clear perspective that in future, HR in leadership capacity will be able to build healthy and effective organizations.
0505450	Talent Management for Business	This course discusses various approaches to talent management with the belief that talent management must be reinvented - closely linked to the organization's overall strategy. The course discusses that talent management should be driven by the organization's skills and competencies for its long-term growth based on agile systems. Having the right talent to support organization's strategic goals is a competitive advantage a company has to create and maintain, as it makes or breaks any business. Further, the course withstanding the view that everything talent management does has to be based on evidence and not on tradition, teaches students how organizations must reinvent themselves constantly in today's world.
0505460	Health and Safety Management	This course deals with health and safety management as an equal partner to other strategic business risks. It introduces students to the issues of occupational health and safety and the changes taken place within the field in the past three decades due to increased technology use and its hazards, legislations, regulating agencies, environmental groups, ethical concerns, workplace violence, health issues and high costs associated to accidents and litigations. It aims to make budding human resource professionals aware of the importance of the subject and provide them with the required knowledge and understanding to manage employees' health and safety at work, having implications on organizational business performance, competitiveness, and reputation.
0505461	HRM in Virtual Organizations	This course focuses on the HRM related issues that are faced in virtual organizations. It addresses many topics that are related to managing employees in the electronic era. This course prepares the students to be able to differentiate between traditional organizations and virtual organizations and understand different HRM functions that are applied in virtual organizations.
0505490	Internship (HRM)	The Internship course in HRM program is a planned academic work experience in workplaces related to the student's major area. It provides an opportunity to the students to relate their field of study to the industrial practices under the guidance and supervision of an academic advisor and a field-level supervisor. Internship helps the students to integrate their knowledge acquired in the college with the working skills developed at the workplace. It provides good opportunity to the students to expose themselves to the HRM issues and challenges existing in the organization and management systems with hands-on experience before graduating from the university.