

Programme Compulsory Courses:

BA 601 - Scientific Research and Statistical Analysis

Business research is crucial in building graduate capabilities in conducting sound and reliable research. This course addresses selective topics such as research philosophies, problem definition identification, how to build research objectives and hypotheses in a sound research's proposal. Additionally, the course covers data collection tools i.e. how to design a questionnaire, how to conduct an interview and observation. Finally, analytical techniques are addressed appropriately i.e. univariate, bivariate, and multivariate analysis via statistical applications.

HR 631 - Labor Law and Legislations in Bahrain

This course is designed to introduce students to a comprehensive knowledge of the kingdom of Bahrain's Labor law. It focuses on the legislations aimed to protect labor within Bahrain community. In this context, the course covers two main areas. First, Bahrain labor law which gives insights to the application of law for women and teenagers, employment and organizing expatriate workers, work load, vacations, work contract for individuals and groups, employer and employee commitment, indemnity and penalties in case of violation of labor law. Second, Bahrain social insurance law in terms of compensations, labor accidents, and other related issues.

HR 633 - Human Resource Planning and Staffing

This course is designed to expose students to profound knowledge of human resource planning, and give insights to a wide range of staffing activities within organizations. This course develops students' abilities to analyze and integrate the complex social, cultural and organizational factors influencing human resource planning and staffing. The course examine the process of human resource planning and its relation to

strategic planning. Additionally, the course focuses on human capital management, investment in people and working within a diversified environment and ethical issues such as discrimination and equal opportunities.

HR 635 - Employment Relations and Practices

The course exposes students to the main topics of Employment Relations (ER) in organizations. It is designed to deal with the issues and concerns of the major actors in the employment relation: the employer, the employee, the government and unions. The course examines topics such as organizational environment, culture & stakeholders and their role in ER, the legal side of ER, employee, group and industrial relations, aligning individuals and organizations through motivation, rewards, and team building.

HR 637 - International Human Resource Management

The course is designed to expose master students to a comprehensive examination of a set of challenges confronting Human Resource Management in a global context, in terms of attraction, recruitment, retention and termination. The course focuses on the diversity in human resource management systems across borders such as the unfamiliarity of the social context the organization will be brought to difference between employees' cultural backgrounds and invasion of employees into social environment they are not familiar with. The course covers topics such as international organization strategies and structures, diversified cultures, international employment law, international workforce planning and staffing, international compensation and benefits, and comparative international human resource management.

HR 638 – Incentives and Compensations Management

The course is designed to promote understanding of concepts related to compensating and rewarding human resources within organizations. It also focuses on enhancing students' practical skills in designing and analyzing rewards systems, policies, and strategies. The course will examine topics related to compensation management, individual differences in

compensation packages, designing wages structure, employee benefits and formulating and implementing compensation strategies.

HR 644 - Strategic Human Resource Management

The course is designed to provide an examination of human resources management from a strategic perspective. This course focuses on implementing long-term programmes including strategic, operational, and tactical planning of human resources. The course focuses on the formulation and implementation of human resource strategy to enable organizations to gain and sustain competitive advantage. The topics covered focus on trends affecting strategic HRM, human resources as a source of competitive advantage, the changing role of human resources management, strategic HR planning and integrating strategy with human capital needs.

BA 654 - Leadership and Organizational Behavior

This course is designed to expose HRM Master Students to theoretical and practical perspectives of leadership and organizational behavior. The course provides students with critical thinking on a variety of leadership styles and human behavioral patterns. This encompasses micro level (interpersonal and small group) and macro level (inter-organizational) interactions. This Master level course examines advanced topics, models, and contemporary research on leadership and organizational behavior, such as leaders and innovation, group and team dynamics, organizational culture and organizational diversity.

HR 699 - Thesis

A supervised research work based on approved topic in Human Resources Management discipline. It provides an opportunity for the students to conduct an independent learning and research work based on structured methodology. The dissertation encompasses research problem identification, research methodology, literature review, data analysis, research conclusion and recommendations. The final product of manuscript is subject to public defense and evaluated based on written and oral presentations.

Programme Elective Courses:

HR 639 - Human Resource Training and Development

This course is designed to offer students insights and practical skills to design, implement and assess training and development programs within organizations. The course begins with a conceptual framework of organizational learning. The course progresses towards exploring training and development functions within business organizations, demonstrating a variety of topics such as identifying training needs, planning and designing training programs, the use of technology in training and the process of evaluating training programs. Additionally, the course focuses on analyzing the relationship between training and development on one side and employee performance on the other.

HR 640 - Civil Service Management

This course is designed to provide students with the knowledge and skills required to manage and lead civil service organizations. Formulating strategies and policies, diagnosing and solving problems, building teams, restructuring operations and services and controlling and evaluating civil services organization are all topics explored and analyzed throughout the course. Most of the demonstrated topics are applied directly to the Civil Service Organization in the kingdom of Bahrain.

HR 641 - Performance Management

This course offers insights to Performance Management (PM); it focuses on both conceptual framework and practical application of how to manage the performance of people within organizations. The course exposes students to topics such as the importance and objectives of PM, the relation between job analysis and PM, strategic planning as basis for designing an effective PM process, and different steps of PM process. Additionally, the course explores the performance appraisal process, its different methods, and offer solutions to performance problems. Finally, the course

demonstrates the integration between PM process and the reward system within the organization.

HR 642 - Career Planning

The course is designed to provide insights to issues related to building and developing career paths of employees in organizations through a process of exploration and analysis of employees' concerns, competencies, potentials, previous experiences and qualifications required to build their career path. The course focuses on issues related to career decision making, talent management, training and development, succession planning, and designing, implementing and evaluating career path plans.

HR 643 - Negotiation Management

This course provides insights to issues related to effective negotiation in different business and professional settings. Emphasis is placed on understanding and improving communication, conflict and negotiation management skills. The course starts with a conceptual framework of negotiation: concepts, processes, strategies, and ethical issues related to negotiation within organizations. The course progresses towards exploring a variety of topics as theories related to conflict and negotiation, managing conflict effectively, different types of negotiation techniques and skills designed to help maintain healthy business relationships.

BA 661 - Entrepreneurship

The course provides the students with a comprehensive examination of the key features of entrepreneurship. This course guides master student to better apply, synthesize and evaluate the entrepreneurship process. Topics include exploring and screening new business opportunities, assessing entrepreneurial team competencies and capabilities, launching product/service, funding possibilities, and appropriate exit strategies. The course provides a combination of theoretical and hands-on learning through case studies from real business situations around the globe in general, and Middle East and North Africa Countries (MENA) in particular.

HR 691 - Special topics in Human Resource management

This course is designed to explore contemporary topics in Human resources management. The course helps students understand and analyze the role that Human resource management plays in implementing a number of contemporary concepts successfully within an organization. The course focuses on topics such as achieving competitive advantage, empowerment, and intellectual capital. Other topics such as career planning, learning organizations and the effect of globalization on human resources strategy are demonstrated and analyzed.