

Master in Human Resources Management

Course Description

Programme Compulsory Courses

BA 601 - Scientific Research and Statistical Analysis

Business research is crucial in building the graduate capabilities in conducting sound and reliable research. This course addresses particular topics such as research philosophies, problem definition identification, how to establish research objectives, 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. simple regression and multiple regression via statistical packages using SPSS.

(Pre-requisite: None)

HR 631 - Labor Laws and Legislations in Bahrain

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

(Pre-requisite: None)

HR 633 - Human Resource Planning and Staffing

This course is designed to introduce students to concepts of human resource planning, and provides them with an understanding of the 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 will examine the process of human resource planning, its relation to strategic planning. Additionally, the course focuses on job design, recruitment, selection of employees, orientation, placement and ethical issues such as discrimination and equal opportunities.

(Pre-requisite: None)

HR 635 - Employment Relations and Practices

The course introduces students to the main topics of Employment Relations (ER) in organizations. It is designed to present the issues and concerns of the major actors in the employment relation: the employer, the employee, the government and unions. The course will examine 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.

(Pre-requisite: None)

HR 637 - International Human Resource Management

The course is designed to expose master students to a comprehensive examination to the set of challenges confronting Human Resource Management in a global context in terms of attraction, recruitment, retention and exit. The course focuses on the variations in human resource management systems across countries and nations such as unfamiliarity of the social context the organization will be brought in, difference between employee's cultural background and movement of employees to social environment that they are unfamiliar with. The following topics will be covered in this course in the context of international human resources management: international organization strategy and structure, international human resource management and culture, international employment law, international workforce planning and staffing, international compensation and benefit and comparative international human resource management.

(Pre-requisite: None)

HR 638 – Motivations & 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, different components of compensation packages, job analysis and its relation to compensations and rewards, designing wages structure, employee benefits and

(Pre-requisite: None)

HR 639 - Human Resource Training & Development

This course is designed to offer students the knowledge as well as the practical skills to assess, design and implement training and development programs within organizations. The course begins with a conceptual framework of training and development function within business organizations. The course progresses towards exploring a variety of topics as identifying training needs, organizational learning, planning and designing training programs, the use of technology in training and the process of organizational development. Additionally, the course focuses on analyzing the relationship between training and development and employee performance, career planning and total quality management.

(Pre-requisite: None)

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 business organizations to gain and sustain competitive advantage. The topics covered focused on trends affecting strategic HRM, human resources as a source of competitive advantage, the changing role of human resources management, strategic HR planning and linking strategy to human capital needs.

(Pre-requisite: None)

HR 699 - Thesis

A research supervised work based on approved topic in Human Resources Management field. This course is considered a capstone in the MHR programme. It provides an opportunity to the students to conduct an independent learning and research work based on structured methodology. The dissertation focuses on senior level skills to be addressed in terms of

progressive intellectual discourse including research problem identification, research methodology, literature review, data analysis, research conclusion and recommendations. The final production of manuscript is subject to public defense and evaluated based on written and oral presentation.

(Pre-requisite: 18 Credit Hours)

Programme Elective Courses

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 is intended to provide students with critical thinking in 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 the advanced topics, models, and contemporary research on leadership and organizational behavior such as: leaders and innovation, group and team dynamics, organization culture and organizational diversity.

(Pre-requisite: None)

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, synthesis and evaluate the entrepreneurship process. Topics include exploration and screening new business opportunities, assessing entrepreneurial team competencies and capabilities, product/service launch, 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 generally and Middle East and North Africa Countries (MENA) particularly.

(Pre-requisite: None)

HR 640 - Civil Service Management

This course is designed to provide students with the knowledge and skills needed to manage and lead civil services organizations. Formulating strategies and policies, diagnosing and solving problems, building teams, changing organizational culture, restructuring operations and services and controlling and evaluating civil services organizations, are all topics that are reviewed and analyzed throughout the course. Most of the reviewed topics will be directly applied to the Civil services organizations in the kingdom of Bahrain.

(Pre-requisite: None)

HR 641 - Performance Management

This course offers a contemporary view of Performance Management (PM); it focuses on both conceptual understanding and practical application of how to manage the performance of people within organizations. The course familiarize students with topics as, the importance and objectives of PM, the relation between job analysis and PM, strategic planning as a preliminary step for designing an effective PM process, different steps of PM process. Additionally, the course views the performance appraisal process, its different methods, problems and offer solutions to performance problems. Finally, the course views the link between PM process and reward system within the organization.

(Pre-requisite: None)

HR 642 - Career Planning

The course is designed to provide master students with a comprehensive learning of the issues related to build and develop their career path in Business organizations. Through a process of a self-exploration, the student will discover his/her interests, competencies, potential capabilities, and past experiences to build on his/her professional future career. The course topics focus on career decision making, Informational Interviewing & Job Shadowing, Job Search Strategies, Researching Companies, Resume Writing, interviewing, and making plans.

(Pre-requisite: None)

HR 643 - Negotiation Management

This course introduces students to fundamental concepts relevant to effective negotiation in different business and professional settings. Emphasis is placed on understanding and improving communication, conflict and negotiation management skills. The course will start 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.

(Pre-requisite: None)

HR 691 - Special Topics in Human Resource Management

This course is designed to explore contemporary topics in Human resources management. The course will help students in understanding and analyzing the role that Human resource management play in implementing a number of contemporary concepts successfully within an organization. The course will focus on topics as achieving competitive advantage, total quality management, empowerment, and intellectual capital. Other topics such as career planning, learning organizations and the effect of globalization on human resources strategy will be viewed and analyzed.

(Pre-requisite: None)