

College of Administrative Sciences

Master in Human Resources Management

Course Description

Programme Compulsory Courses

BA601 - Scientific Research and Statistical Analysis

Business research is crucial in building the graduate capabilities in conducting sound and reliable research. This course addresses topics such as research philosophies, problem definition identification, and how to establish research objectives and hypotheses in a sound research proposal. Additionally, the course covers data collection tools, i.e. how to design a questionnaire and conduct an interview and observation. Finally, analytical techniques are addressed appropriately, i.e. simple regression and multiple regression via statistical packages using SPSS.

(Prerequisite: None)

HR631 - Labor Laws and Legislations in Bahrain

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

(Prerequisite: None)

HR633 - 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 organisations. This course develops students' abilities to analyse and integrate the complex social, cultural and organisational factors influencing human resource planning and staffing. The course will examine the human resource planning process, and 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.

(Prerequisite: None)

HR635 - Employment Relations and Practices

The course introduces the main topics of Employment Relations (ER) in organisations. 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 organisational environment, culture and stakeholders and their role in ER, the legal side of ER, employee, group and industrial relations, and aligning individuals and organisations through motivation, rewards, and team building.

(Prerequisite: None)

HR637 - International Human Resource Management

The course is designed to expose Master's students to a comprehensive examination of the 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 with the social context the organisation will be brought in, the difference between employees' cultural backgrounds and the movement of employees to an unfamiliar social environment. The following topics will be covered in this course in the context of international human resources management: international organisation 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. (Prerequisite: None)

HR638 – Motivations & Compensations Management

The course is designed to promote understanding concepts related to compensating and rewarding human resources within organisations. It also focuses on enhancing students' practical skills in designing and analysing 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 formulating and implementing compensation strategies.

(Prerequisite: None)

HR639 - Human Resource Training & Development

This course is designed to provide students with intellectual and practical skills in the Human Resource Management field, training and development within organisations. The course begins with a conceptual framework of training and development function within business organisations. The course explores various topics, such as identifying training needs, organisational learning, planning and designing training programmes, using technology in training and the process of organisational development. Additionally, the course focuses on analysing the relationship between training and development and employee performance.

(Prerequisite: None)

HR644 - Strategic Human Resource Management

The course is designed to examine human resources management from a strategic perspective. This course focuses on implementing long-term programmes, including strategic, operational, and tactical human resources planning. The course focuses on formulating and implementing human resource strategies to enable business organisations 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 linking strategy to human capital needs.

(Prerequisite: None)

HR699 - Thesis

A research supervised work based on an approved topic in Human Resources Management. This course is considered a capstone in the HRM programme, and it provides an opportunity for the students to conduct an independent learning and research work based on a structured methodology. The thesis focuses on senior-level skills to address progressive intellectual discourse, including research problem identification, research methodology, literature review, data analysis,

research conclusion and recommendations. The final production of the manuscript is subject to public defence and evaluated based on written and oral presentations.

(Prerequisite: 24 credit hours)

Programme Elective Courses

BA654 - Leadership and Organizational Behavior

This course is designed to expose HRM Master Students to theoretical and practical perspectives of leadership and organisational behaviour. The course is intended to provide students with critical thinking in various leadership styles and human behavioural patterns. This encompasses micro level (interpersonal and small group) and macro level (inter-organisational) interactions. This Master level course examines the advanced topics, models, and contemporary research on leadership and organisational behaviour, such as leaders and innovation, group and team dynamics, organisation culture and organisational diversity.

(Prerequisite: None)

BA661 - Entrepreneurship

The course provides the students with a comprehensive examination of the key features of entrepreneurship. This course guides master's students to better apply, synthesise and evaluate the entrepreneurship process. Topics include exploring 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 the Middle East and North Africa Countries (MENA) particularly.

(Prerequisite: None)

HR640 - Civil Service Management

This course is designed to provide students with the knowledge and skills needed to manage and lead civil services organisations. The course reviews and analyses formulating strategies and policies, diagnosing and solving problems, building teams, changing organisational culture, restructuring operations and services and controlling and evaluating civil services organisations. Most of the reviewed topics will be directly applied to the Civil services organisations in the kingdom of Bahrain.

(Prerequisite: None)

HR641 - Performance Management

This course offers a contemporary view of Performance Management (PM); it focuses on conceptual understanding and practical application of managing people's performance within organisations. The course familiarises students with topics, such as the importance and objectives of PM, the relation between job analysis and PM, strategic plan as a preliminary step for designing an effective PM process, and different steps of the PM process. Additionally, the course views the performance appraisal process, its different methods, and problems and offers solutions to performance problems. Finally, the course views the link between the PM process and the reward system within the organisation.

(Prerequisite: None)

HR642 - Career Planning

The course is designed to provide master's students with comprehensive learning of the issues related to building and developing their career paths in Business organisations. Through the 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 and Job Shadowing, Job Search Strategies, Researching Companies, Resume Writing, interviewing, and making plans.

(Prerequisite: None)

HR643 - Negotiation Management

This course introduces 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 negotiation framework: concepts, processes, strategies, and ethical issues related to organisational negotiation. The course explores various topics and theories related to conflict and negotiation, managing conflict effectively, negotiation techniques and skills designed to help maintain healthy business relationships.

(Prerequisite: None)

HR691 - Special Topics in Human Resource Management

This course is designed to explore contemporary topics in human resources management. The course will help students understand and analyse human resource management's role in implementing several contemporary concepts within an organisation. The course will focus on achieving competitive advantage, total quality management, empowerment, and intellectual capital. Other topics such as career planning, learning organisations and the effect of globalisation on human resources strategy will be viewed and analysed.

(Prerequisite: None)

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