



## Course Specifications

<b>Course Title:</b>	<b>Strategic Human Resource Management</b>
<b>Course Code:</b>	<b>HRM1422</b>
<b>Program:</b>	<b>Human Resources Management</b>
<b>Department:</b>	<b>Human Resources Management</b>
<b>College:</b>	<b>College of Business Administration</b>
<b>Institution:</b>	<b>Dar AlUloom University</b>

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## A. Course Identification

<b>1. Credit hours:</b>
<b>2. Course type</b>
a. University <input type="checkbox"/> College <input type="checkbox"/> Department <input checked="" type="checkbox"/> Others <input type="checkbox"/>
b. Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
<b>3. Level/year at which this course is offered: Level 7/Year 4</b>
<b>4. Pre-requisites for this course (if any): MGT1412</b>
<b>5. Co-requisites for this course (if any):None</b>

### 6. Mode of Instruction (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	45	100%
2	Blended		
3	E-learning		
4	Distance learning		
5	Other		

### 7. Contact Hours (based on academic semester)

No	Activity	Contact Hours
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	<b>Total</b>	45

## B. Course Objectives and Learning Outcomes

<p><b>1. Course Description</b></p> <p>The course covers basic principles, skills, and tools of strategic management, to provide students with an overview of the planning process of business strategies. Topics include concepts of corporate strategy, the decision-making process, strategic thinking, formation, implementation and evaluation of strategy.</p>
<p><b>2. Course Main Objective</b></p> <p>This course aims to enable students to:</p> <ol style="list-style-type: none"> <li>1- Understand the context of strategic HR particularly in contrast to more traditional approaches to HR in the current fiercely competitive rapidly changing business scenario.</li> <li>2- Provide a framework for the practice and meaningful implementation of strategic HR initiatives while developing specific HR programs and policies in the organization.</li> <li>3- Sharpen analytical and problem-solving skills in areas like Human Resource Planning, Staffing, Training, Compensation Administration and Benefits, while appreciating their strategic implications.</li> </ol>

4- Evaluate and understand how HR strategies can affect business performance

### 3. Course Learning Outcomes

CLOs		Aligned PLOs
<b>1</b>	<b>Knowledge and Understanding</b>	
1.1	Recognize the basic concept, models, theories and key terms in Strategic Human Resource Management in business environment.	PLOK1
1.2	Explain significance of strategic HRM theories, tools and models linked with Business strategy.	PLOK2
1.3	Recognize different Strategic HRM issues and decision-making process.	PLOK3
1...		
<b>2</b>	<b>Skills :</b>	
2.1	Analyzing and interpret the effect of Business environment on strategic HRM decision process	PLOS1
2.2	Analyze HRM strategies involving analytical thinking skills and decision-making ability for solving strategic business issues.	PLOS2
2.3	Apply SHRM knowledge, models and tools in solving business issues.	PLOS3
2.4	Demonstrate written and oral communication skills in gathering, interpreting and presenting information and ideas related to SHRM.	PLOS5
<b>3</b>	<b>Values:</b>	
3.1	Exhibit professional, and academic ethics in understanding Strategic human resource management.	PLOV1
3.2	Self-evaluate owns learning and performance levels; continuous development in the Strategic HRM practices.	PLOV2
3.3	Demonstrate group/individual skills in understanding and managing SHRM issues.	PLOV3

### C. Course Content

No	List of Topics	Contact Hours
1	Human Resource Management: Gaining a Competitive Advantage	6
2	Strategic Human Resource Management	6
3	Analysis and Design of Work and Human Resource Planning	6
4	Recruitment and Selection	6
5	Training and Strategic Development of People	6
6	Pay Structure Decisions	3
7	Recognizing Employee Contributions with Pay	3
8	Safe, Secure, and Productive Workplaces	3
9	Managing Human Resources Globally	6
<b>Total</b>		<b>45</b>

### D. Teaching and Assessment

#### 1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
1.0	Knowledge and Understanding		

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
1.1	Recognize the basic concept, models, theories and key terms in Strategic Human Resource Management in business environment.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion)	Written Exams (T/FQ, MCQ, Short and Long essays)
1.2	Explain significance of strategic HRM theories, tools and models linked with Business strategy.	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective discussion) Interactive (Discussion)	Written Exams (Short and Long essays) Written Assignments (Essays and Reports)
1.3	Recognize different Strategic HRM issues and decision-making process.	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective discussion) Interactive (Discussion)	Written Exams (Short and Long essays, Case study) Written Assignments (Essays and Reports)
<b>2.0</b>	<b>Skills</b>		
2.1	Analyzing and interpret the effect of Business environment on strategic HRM decision process	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective discussion) Interactive (Brainstorming, Discussion, cooperative learning )	Written Exams (Case study) Written Assignments (reports and case study)
2.2	Analyze HRM strategies involving analytical thinking skills and decision-making ability for solving strategic business issues.	Direct (Demonstration) Indirect (Case study, Problem solving, Reflective Discussion) Interactive(Discussion, Brainstorming, Cooperative learning)	Written Exams (problem solving and case studies) Written Assignments (reports, and case studies).
2.3	Apply SHRM knowledge, models and tools in solving business issues.	Interactive (Brainstorming, Cooperative learning ) Independent (Reports, projects, Assigned Questions	Presentations (formal discussion individual and group) Practical Assignments/ Projects
2.4	Demonstrate written and oral communication skills in gathering, interpreting, and presenting information and ideas related to SHRM.	Independent (Reports, projects, Homework, Assigned Questions, Learning activities)	Practical Assignments/ Reports
<b>3.0</b>	<b>Values</b>		

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
3.1	Exhibit professional, and academic ethics in understanding Strategic human resource management.	Role-playing, Group discussion, in-depth self-analysis exercise.	Presentations (formal discussion individual and group) Projects and case studies.
3.2	Self-evaluate owns learning and performance levels; continuous development in the Strategic HRM practices.	Role-playing, Group discussion, in-depth self-analysis exercise.	Projects and case studies.
3.3	Demonstrate group/individual skills in understanding and managing SHRM issues.	Interactive (Debates, Brainstorming, Cooperative learning ) Independent (Reports, projects, Assigned Questions	Presentations (formal discussion individual and group) Projects

## 2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	Quiz	3	10%
2	Homeworks/Assessments/Projects	During semester	20%
3	Mid term	9	30%
4	Final Exam	16	40%

\*Assessment task (i.e., written test, oral test, oral presentation, group project, essay, etc.)

## E. Student Academic Counseling and Support

### Arrangements for availability of faculty and teaching staff for individual student consultations and academic advice :

1. Eight Office hours weekly can be booked through the students' SIS account.
2. Online discussion through the LMS forums and instant messaging.
3. Instructor email available in the course syllabus.
4. Occasional mobile calls or SMS for urgent messages.

## F. Learning Resources and Facilities

### 1. Learning Resources

<b>Required Textbooks</b>	Noe and al. (2016). <i>Strategic Human Resource Management: Gaining a Competitive Advantage</i> , Second Canadian Edition, USA: McGraw-Hill Higher Education, ISBN- 13: 9781259024689.
<b>Essential References Materials</b>	Journals and Reports distributed on the bases of lectures delivered to the students.
<b>Electronic Materials</b>	LMS, WEBSITES

<b>Other Learning Materials</b>	Magazines and Newspaper
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## 2. Facilities Required

Item	Resources
<b>Accommodation</b> (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
<b>Technology Resources</b> (AV, data show, Smart Board, software, etc.)	Video Projector + smart boards.
<b>Other Resources</b> (Specify, e.g. if specific laboratory equipment is required, list requirements or attach a list)	Internet access point.

## G. Course Quality Evaluation

Evaluation Areas/Issues	Evaluators	Evaluation Methods
End of semester Course Evaluation.	Students	Indirect
Effectiveness of teaching and assessment.	Peer reviewer	Indirect
Course learning outcomes assessment.	Faculty members	Direct
Quality of learning resources	Students	Indirect

**Evaluation areas** (e.g., Effectiveness of teaching and assessment, Extent of achievement of course learning outcomes, Quality of learning resources, etc.)

**Evaluators** (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

**Assessment Methods** (Direct, Indirect)

## H. Specification Approval Data

<b>Council / Committee</b>	HRM DEPARTMENT COUNCIL - COB
<b>Reference No.</b>	
<b>Date</b>	APRIL 3, 2022

