



Course Specifications

Course Title:	Labor and Social Insurance Laws
Course Code:	HRM 1423
Program:	Human Resources Management
Department:	Human Resources Management
College:	College of Business Administration
Institution:	Dar Al Uloom University

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A. Course Identification

1. Credit hours: 3 Hours			
2. Course type			
a.	University <input type="checkbox"/>	College <input checked="" type="checkbox"/>	Department <input type="checkbox"/> Others <input type="checkbox"/>
b.	Required <input checked="" type="checkbox"/>	Elective <input type="checkbox"/>	
3. Level/year at which this course is offered:			
4. Pre-requisites for this course (if any): MGT1413 & HRM1321			
5. Co-requisites for this course (if any): None			

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)	
	Total	45

B. Course Objectives and Learning Outcomes

1. Course Description
2. Course Main Objective This course aims to enable students to: 1- Be familiar with difference regulatory in KSA. 2- Have an idea about the Saudi labor and social insurance laws, origin, content, definition of work, in both public as well as private sectors. 3- have knowledge of General Organization for Social Insurance (GOSI) in KSA

3. Course Learning Outcomes

CLOs		Aligned PLOs
1	Knowledge and Understanding	
1.1	Define the basic concept, models and theories of labor law and social insurance law in general.	K.1
1.2	Outline the specificities of labor and social insurance laws in KSA.	K.2
2	Skills:	
2.1	Analyzing and interpret the effect of labor and social insurance laws in managerial decisions of organization.	S.1
2.2	Compare between different Work and Insurance Regulations Laws in public and private sectors.	S.2
2.3	Investigate various Problems related to labor and insurance issues in the Saudi context.	S.4
3	Values:	
3.1	Exhibit professional, and academic ethics in understanding labor and insurance regulations.	V.1
3.2	Demonstrate the ability to independently to make decisions related to labor and insurance issues.	V.2

C. Course Content

No	List of Topics	Contact Hours
Part 1: Saudi Labor Law		
1	Definition of Work and employment contract	3
2	Duties of employers and workers	3
3	Disciplinary rules and penalties for violation of the rules	3
4	Terms and conditions of employment	3
5	A maritime labor and Work in mines and quarries	6
6	The end of the employment contract, and end of service gratuity	3
7	Bodies settlement of labor dispute	3
Part 2: Social Insurance Law		
8	The emergence of social insurance and the development methods of insurance and social security	6
9	Characteristics of social insurance and social insurance in the international covenants	6
10	General organization for social insurance and covered insurance under the Saudi social insurance law	3
11	Scope of application of social insurance law and groups excluded from the coverage of social insurance law	3
12	Compensation for occupational hazards and compensation pensions	3
Total		45

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		
1.1	Define the basic concept, models and theories of labor law and social insurance law in general.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion)	Written Exams (Problem solving and Short/Long essays) Written Assignments (essays, reports, and case studies).
1.2	Outline the specificities of labor and social insurance laws in KSA.		
2.0	Skills		
2.1	Analyzing and interpret the effect of labor and social insurance laws in managerial decisions of organization.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion) Interactive Brainstorming, Cooperative learning)	Written Exams (problem solving and case studies) Written Assignments (reports, and case studies). Oral Examination
2.2	Compare between different Work and Insurance Regulations Laws in public and private sectors.		
2.3	Investigate various Problems related to labor and insurance issues in the Saudi context.		Presentations (formal discussion individual and group) Practical Assignments/ Projects
3.0	Values		
3.1	Exhibit professional, and academic ethics in understanding labor and insurance regulations.	Role-playing, Group discussion, in-depth self-analysis exercise.	Presentations (formal discussion individual and group) Projects and case studies.
3.2	Demonstrate the ability to independently to make decisions related to labor and insurance issues.		Projects and case studies.

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	Midterm Exam	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

Required Textbooks	Saudi Arabia Labor Law / Saudi Arabia Insurance Law. Sayed Aid Layel (2014), Mediator to explain provisions of Labor and Social Insurance Laws in KDA, Roshed Library, 2nd edition, Riyadh - KSA. (Arabic Language) Fawzaan, M. B. (2007). Comment on the new Saudi Labor. Riyadh: Law and Economy Library. (Arabic Language)
Essential References Materials	Journals and Reports distributed on the bases of lectures delivered to the students.
Electronic Materials	Internet resources, Lecture slides-video
Other Learning Materials	Magazines and Newspaper

2. Facilities Required

Item	Resources
Accommodation (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
Technology Resources (AV, data show, Smart Board, software, etc.)	Data show + smart boards.
Other Resources (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

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

