



## Course Specifications

<b>Course Title:</b>	<b>Contemporary Issues in Human Resource Management</b>
<b>Course Code:</b>	<b>HRM1433</b>
<b>Program:</b>	<b>Human Resources Management</b>
<b>Department:</b>	<b>Human Resource 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 type="checkbox"/> Elective <input checked="" type="checkbox"/>
<b>3. Level/year at which this course is offered: Year 4</b>
<b>4. Pre-requisites for this course (if any): HRM1321</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>This course provides students with critical understanding of contemporary theories and practices of human resource management, by provides students with opportunities to reflect on, integrate, and extend their learning from other courses, and thereby blend theory and practice and gain an appreciation of the key challenges in today's business environment.</p>
<p><b>2. Course Main Objective</b></p> <p>On completion of this course students will be able to:</p> <ul style="list-style-type: none"> <li>- Apply the knowledge and skills developed during their degree.</li> <li>- Critique frameworks and tools relating to contemporary theories and practice of HRM.</li> <li>- Evaluate the relationship between human resource management and strategic business planning processes.</li> <li>- Discuss current and emerging issues and trends relevant to a number of topics common to the modern, dynamic workplace including personal characteristics, decisional process, managing in a multicultural environment and global environment, value chain management, impact of using advanced IT on performance, etc.</li> </ul> <p>2. Briefly describe any plans for developing and improving the course that are being implemented. (e.g. increased use of IT or web based reference material, changes in content as a result of new research in the field)</p>

### 3. Course Learning Outcomes

CLOs		Aligned PLOs
<b>1</b>	<b>Knowledge and Understanding</b>	
1.1	Recognize the contemporary concepts, theories, and practices of HRM	PLOK1
1.2	Exhibit advanced knowledge and contemporary issues in HRM and the impacts of cross-cultural diversity on HRM practices.	PLOK2
1.3	Exhibit ongoing knowledge and understanding of contemporary developments in the field of human resource management and its practices and the associated implications.	PLOK3
1.4	Possess knowledge and understanding of research methodology and methods to investigate contemporary human resource management issues and practices	PLOK4
<b>2</b>	<b>Skills :</b>	
2.1	Apply the contemporary concepts, and theories, related to human resource management into a range of complex business contexts and problems	PLOS1
2.2	Critically evaluate knowledge and its application in providing innovative solutions to human resource management-related contemporary issues and work practices.	PLOS3
2.3	Practice methods of enquiry and research to investigate human resources management complex problems and situations, using a variety of digital technology media, and software in analyzing and processing data and information.	PLOS4
2.4	Communicate human resource management-related contemporary, specialized and professional issues, to others and utilize appropriate numerical methods in solving complex human resource management-related contexts and work practices.	PLOS5
<b>3</b>	<b>Values:</b>	
3.1	Demonstrate the ability to independently make sound decisions related to contemporary Human Resources Practices	PLOV2
3.2	Demonstrate effective and interactive teamwork in dealing with a variety of contemporary Human Resource management issues	PLOV3

### C. Course Content

No	List of Topics	Contact Hours
1	Values, Attitudes, Emotions, and Culture: The Manager as a Person	3
2	Managing Diverse Employees in a Multicultural Environment	3
3	Managing in the Global Environment	3
4	Decision Making, Learning, Creativity, and Entrepreneurship	6
5	The Manager as a Planner and Strategist	6
6	Value Chain Management: Functional Strategies for Competitive Advantage	3
7	Managing Organizational Structure and Culture	3
8	Organizational Control and Change	3
9	Motivation and Performance	3
10	Effective Groups and Teams	3
11	Promoting Effective Communication	3
12	Using Advanced Information Technology to Increase Performance	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
<b>1.0</b>	<b>Knowledge and Understanding</b>		
1.1	Recognize the contemporary concepts, theories, and practices of HRM	Direct (Lecture, Demonstration, Drill & Practice, Compare & contrast) Indirect (Case study, Reflective Discussion)	Written Exams (T/FQ, MCQ, and Short/Long essays)
1.2	Exhibit advanced knowledge and contemporary issues in HRM and the impacts of cross-cultural diversity on HRM practices.	Direct (Lecture, Demonstration, Drill & Practice, Compare & contrast) Indirect (Case study, Reflective Discussion)	Written Exams (Long essays, Case study) Written Assignments (Case study, and report/project).
1.3	Exhibit ongoing knowledge and understanding of contemporary developments in the field of human resource management and its practices and the associated implications.	Direct (Lecture, Demonstration, Drill & Practice, Compare & contrast) Indirect (Case study, Reflective Discussion)	Written Exams (Long essays, Case study) Written Assignments (Case study, and report/project).
1.4	Possess knowledge and understanding of research methodology and methods to investigate contemporary human resource management issues and practices	Direct (Lecture, Demonstration) Indirect (Case study, Reflective Discussion)	Assignment (report)
<b>2.0</b>	<b>Skills</b>		
2.1	Apply the contemporary concepts, and theories, related to human resource management into a range of complex business contexts and problems	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).
2.2	Critically evaluate knowledge and its application in providing innovative solutions to human resource management-related contemporary issues and work practices.	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	Practice methods of enquiry and research to investigate human resources management complex	Interactive (Debates, Brainstorming, Cooperative learning )	Presentations (formal discussion)

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
	problems and situations, using a variety of digital technology media, and software in analyzing and processing data and information.	Independent (Reports/projects)	individual and group) Practical Assignments/ Projects
2.4	Communicate human resource management-related contemporary, specialized and professional issues, to others and utilize appropriate numerical methods in solving complex human resource management-related contexts and work practices.	Interactive (Brainstorming, Cooperative learning) Independent (Reports, and projects)	Presentations (formal discussion individual and group) Practical Assignments/ Projects
<b>3.0</b>	<b>Values</b>		
3.1	Demonstrate the ability to independently make sound decisions related to contemporary Human Resources Practices	Interactive (Brainstorming, Cooperative learning) Independent (Reports/and projects)	Presentations (formal discussion individual and group) Projects and case studies.
3.2	Demonstrate effective and interactive teamwork in dealing with a variety of contemporary Human Resource management issues	Interactive (Brainstorming, and Cooperative learning) Independent ( projects)	Presentations, group formal discussion, and 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>	Gareth, R-J., George, J-M. (2013). <i>Contemporary Issues in Human Resource Management</i> . 6 <sup>th</sup> Edition, London: Cengage Learning, McGraw-Hill Higher Education, ISBN-13:9781408075746.
<b>Essential References Materials</b>	Journals and Reports distributed on the bases of lectures delivered to the students.
<b>Electronic Materials</b>	Power Point slides for each class will be posted on the course website. Feel free to print these before each class
<b>Other Learning Materials</b>	Magazines and Newspaper

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

