



# Course Specifications

<b>Course Title:</b>	<b>Labor and Social Insurance Laws</b>
<b>Course Code:</b>	<b>HRM1423</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> 3 Hours
<b>2. Course type</b>
a. University <input type="checkbox"/> College <input type="checkbox"/> Department <input 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:</b> Eighth / Fourth Year
<b>4. Pre-requisites for this course (if any):</b> MGT1413 & HRM1321
<b>5. Co-requisites for this course (if any):</b> 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	Correspondence		
5	Other		

### 7. Actual Learning Hours (based on academic semester)

No	Activity	Learning Hours
<b>Contact Hours</b>		
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	<b>Total</b>	45
<b>Other Learning Hours*</b>		
1	Study	1
2	Assignments	1
3	Library	
4	Projects/Research Essays/Theses	2
5	Others(specify)	
	<b>Total</b>	4

\*The length of time that a learner takes to complete learning activities that lead to achievement of course learning outcomes, such as study time, homework assignments, projects, preparing presentations, library times

## B. Course Objectives and Learning Outcomes

### 1. Course Description

This course covers in details the provisions of Saudi Labor Law and Social Insurance Law. The course deals with important topics such as definition of a labor contract, responsibilities of employers and employees, rules of discipline and penalties for violating labor law, wages, work related injuries, termination of employment contracts, labor disputes settlements committees. As for the Social Insurance Law, the course covers the importance and role of the Social Insurance law in the Kingdom, Social Insurance Law coverage, groups excluded from coverage, occupational hazard compensation, and pension compensation.

## 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
<b>1</b>	<b>Knowledge:</b>	
1.1	Define the basic concept, models, theories and key terms of labor law and social insurance law.	K1
1.2	Discuss the impact of cross-cultural diversity on the implementation of labor and social insurance laws.	K2
<b>2</b>	<b>Skills:</b>	
2.1	Analyze the effect of labor and social insurance laws on managerial organizational decisions.	S.1
2.2	Compare between different Work and Insurance Regulations and laws in national and international business environments.	S.2
<b>3</b>	<b>Competence:</b>	
3.1	Demonstrate interpersonal and team work skills to perform tasks related to Work and Insurance Regulations and Laws.	C.1
3.2	Show leadership skills in using Work and social Insurance Regulations and Laws in managerial situations.	C.2
3.3	Demonstrate written and oral communication skills appropriate for business situations related to labor law and social insurance regulations.	C.6

## C. Course Content

List of Topics	Contact Hours
<b>Part 1: Saudi Labor Law</b>	
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 disputes	3
<b>Part 2: Social Insurance Law</b>	
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	
<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:</b>		
1.1	Define the basic concept, models, theories and key terms of labor law and social insurance law.	Direct (Lecture, Demonstration) Indirect (Case study, Problem Solving, Reflective Discussion)	Written Exams (T/FQ, MCQ, problem solving and Short/Long essays) Written Assignments (essays, reports, and case studies).
1.2	Discuss the impact of cross-cultural diversity on the implementation of labor and social insurance laws.		Written Exams (Problem solving and Short/Long essays) Written Assignments (essays, reports, and case studies).
<b>2.0</b>	<b>Skills:</b>		
2.1	Analyze the effect of labor and social insurance laws on managerial organizational decisions.	Direct (Lecture, Demonstration, Compare & contrast) Indirect (Case study, Problem Solving, Reflective Discussion)	Written Exams (problem solving and case studies) Written Assignments (reports, and case studies).
2.2	Compare between different Work and Insurance Regulations and laws in national and international business environments.	Interactive (Role Playing, Discussion, Debates, Brainstorming, Cooperative learning)	Oral Examination
<b>3.0</b>	<b>Competence:</b>		
3.1	Demonstrate interpersonal and team work skills to perform tasks related to Work and Insurance Regulations and Laws.	Interactive (Role Playing, Discussion, Brainstorming, Cooperative learning) Independent (Essays, Reports, projects, Homework, Assigned Questions, Learning activities)	Presentations (formal discussion individual and group) Projects
3.2	Show leadership skills in using Work and social Insurance Regulations and Laws in managerial situations.		
3.3	Demonstrate written and oral communication skills appropriate for business situations related to labor law and social insurance regulations.		

### 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>	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, 2 <sup>nd</sup> edition, Riyadh - KSA. (Arabic Language) Fawzaan, M. B. (2007). <i>Comment on the new Saudi Labor</i> . Riyadh: Law and Economy Library. (Arabic Language)
<b>Essential References Materials</b>	Journals and Reports will be distributed from time to time depending on topics covered during lecture session.
<b>Electronic Materials</b>	PowerPoint slides for each class will be posted on the course website. Feel free to print these before each class
<b>Other Learning Materials</b>	Saudi Arabia Labor Law issued by Royal Decree 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.)	Data show + 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>	15/08/2019

