



Course Specifications

Course Title:	Contemporary Issues in Human Resource Management
Course Code:	HRM1433
Program:	Human Resources Management
Department:	Human Resource Management
College:	College of Business Administration
Institution:	Dar AlUloom University

Contents

A. Course Identification.....	3
1. Mode of Instruction (mark all that apply)	3
B. Course Objectives and Learning Outcomes.....	3
1. Course Description	3
2. Course Main Objective.....	4
3. Course Learning Outcomes	4
C. Course Content	5
D. Teaching and Assessment	5
1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods	5
2. Assessment Tasks for Students	6
E. Student Academic Counseling and Support	6
F. Learning Resources and Facilities.....	7
1. Learning Resources	7
2. Facilities Required.....	7
G. Course Quality Evaluation	7
H. Specification Approval Data	Error! Bookmark not defined.

A. Course Identification

1. Credit hours: 3 Hours
2. Course type
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"/>
3. Level/year at which this course is offered: HRM Elective/ Fourth Year
4. Pre-requisites for this course (if any): HRM1321
5. Co-requisites for this course (if any): None

1. 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
Contact Hours		
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	Total	45
Other Learning Hours*		
1	Study	1
2	Assignments	1
3	Library	
4	Projects/Research Essays/Theses	2
5	Others (specify)	
	Total	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 provide 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.

2. Course Main Objective

1. What is the main purpose for this course?

On completion of this course students will be able to:

- Apply the knowledge and skills developed during their degree.
 - Critique frameworks and tools relating to contemporary theories and practice of HRM.
 - Evaluate the relationship between human resource management and strategic business planning processes.
 - 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.
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)

3. Course Learning Outcomes

CLOs		Aligned PLOs
1	Knowledge:	
1.1	Recognize the contemporary concepts, theories, and practices of HRM	K1
1.2	Discuss contemporary issues in HRM and the impacts of cross-cultural diversity on HRM practices.	K2
1.3	Differentiate between a range of HRM strategies and theories employed by organizations in response to HRM contemporary issues.	K3
1.4	Integrate decision-making processes into major aspects of contemporary HRM issues	K4
2	Skills:	
2.1	Analyze the effects of business environment on contemporary theories and practices of HRM.	S1
2.2	Use a range of HRM contemporary theories and practices in response to the national and international business trends.	S2
2.3	Analyze the business ethics and corporate social responsibility in response to HRM contemporary issues.	S3
3	Competence:	
3.1	Demonstrate interpersonal and teamwork skills to apply a range of contemporary HRM theories and practices.	C1
3.2	Show leadership skills to make recommendations and articulate solutions for contemporary HRM related issues	C2
3.3	Demonstrate information and communications technology in gathering, interpreting and communicating information and ideas related to contemporary HRM issues	C5

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
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		
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	Discuss contemporary issues in HRM and the impacts of cross-cultural diversity on HRM practices.		Written Exams (Long essays) Written Assignments (reports, and case studies).
1.3	Differentiate between a range of HRM strategies and theories employed by organizations in response to HRM contemporary issues.		Written Exams (T& F, MCQ, Short and Long essays) Written Assignments (Case study, report).
1.4	Integrate decision-making processes into major aspects of contemporary HRM issues		Written Exams (Long essays, Case study) Written Assignments (Case study, and report)
2.0	Skills		
2.1	Analyze the effects of business environment on contemporary theories and practices of HRM.	Direct (Lecture, Demonstration, Drill & Practice)	Written Exams (problem solving and case studies)
2.2	Use a range of HRM contemporary theories and practices in response to the national and international business trends.	Indirect (Case study, Problem solving, Reflective)	Written assignments (reports, and case studies).

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
2.3	Analyze the business ethics and corporate social responsibility in response to HRM contemporary issues.	Discussion) Interactive (Brainstorming, Cooperative learning)	
3.0	Competence		
3.1	Demonstrate interpersonal and teamwork skills to apply a range of contemporary HRM theories and practices.	Interactive (Debates, Brainstorming, Cooperative learning) Independent (Reports, projects, Assigned Questions Interactive (Brainstorming, Cooperative learning) Independent (Reports, projects, Assigned Questions	Presentations (formal discussion individual and group) Practical Assignments/ Projects
3.2	Show leadership skills to make recommendations and articulate solutions for contemporary HRM related issues		
3.3	Demonstrate information and communications technology in gathering, interpreting, and communicating information and ideas related to contemporary HRM issues		

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

Required Textbooks	Gareth, R-J., George, J-M. (2013). <i>Contemporary Issues in Human Resource Management</i> . 6 th Edition, London: Cengage Learning, McGraw-Hill Higher Education, ISBN-13:9781408075746.
Essential References Materials	Journals and Reports distributed on the bases of lectures delivered to the students.
Electronic Materials	Power Point slides for each class will be posted on the course website. Feel free to print these before each class
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	15/08/2019

