Program	BS Business Education
Course Title	BSBE 316 Human Resource Management
Semester	3rd
Credit Hours	3
Pre-requisite	None
Introduction	This course is basically designed to provide students the basic understanding of key HRM functions, which include HR planning, recruitment & selection, compensation, performance evaluation, and training & development. Since human resource provides a competitive advantage that ultimately has a vital role in success and effectiveness of any organization, this course emphasizes on the understanding of the basic concepts of managing human resource and their applications in today's organizations. The course is designed to help the students understand if western human resource management theories and practices have any relevance to the local settings. The course will also discuss the Islamic perspective of managing human resource. It will shed light on the basic tenets of human resource management given by Quran and Sunnah. The students will also be encouraged to compare and contrast the human resource practices suggested in their text books and the practices critical for achieving success from indigenous perspective.
Learning outcomes	At the end of this course, students should be able to: 1. Demonstrate an in-depth knowledge of the activities and decisions that inform the employment relationship and management including recruitment, selection, training, health and safety, employment laws, motivation, and productivity of employees. 2. Understand the relevance of the HRM theories and practices, developed in Western settings, in indigenous cultures. 3. Develop and design different forms and memos for recruitment, selection, TNA and performance appraisal of employees. 4. Understand the Islamic perspective of managing human resource. 5. Demonstrate and assess leadership in a professional context, by selecting and appraising appropriate styles for situations, and contributing and discussing relevant expertise, liasing with and assessing professional colleagues, and managing and evaluating a supporting team. 6. Identify and discuss ethical implications of situations and decisions, and develop appropriate professional stances. 7. Participate in selection of personnel using psychometric assessment techniques. 8. Conduct internal research on HR-related problems at work, and communicate results effectively to colleagues and peers.

	9. Understand the difference between HRM theories, their relevance and application from indigenous context.

Course Content	Introduction
	   • Meeting present human resource requirements
	   • What is HRM Why HRM is important
	
	Emerging Human Resource Management Challenges
	   • Trends in HRM Global vs local HRM practices
	
	Job Analysis
	   • HR Planning
	   • Job Description
	   • Job Specification
	
	Recruiting and Selecting
	   • Employees Recruitment techniques
	   • Sources of recruitment
	   • Selection tests and Interviewing techniques
	
	Employee development
	   • Performance management
	   • Performance appraisals
	
	Training and development
	   • Training the employees
	   • Types of training Technique of training
	
	Career Management
	   • Developing careers Career growth
	
	Compensations
	   • Managing compensation
	   • Types of compensation
	
	Rewarding performance
	   • Pay for Performance
	Designing and administering benefits
	   • Types of benefits
	
	Employee Relations

References	Dessler, G. (2017). *Human Resource Management.* Pearson Beach, D. S. Personnel – The Management of people at work By: David J Cherrinton -Principles of Personnel Management By: Adwin B. Flippo

	-Human Resources and Personnel Management By: Williams B. Werther from the Outside In: Six Competencies for the Future of Human Resources by Dave Ulrich - Your Rights in the Workplace (Paperback)by Barbara Kate Repa - The Secret (The Secret, #1)by Rhonda Byrne - 1001 Ways to Reward Employees. By Bob Nelson - How to Measure Human Resource Management by Jac Fitz-Enz Compensation, 8th Editionby George T. Milkovich
Teaching/ Learning Strategies	Lecture Multimedia presentations Cooperative Learning Non creditor workshops and seminars. Active Learning

Evaluation Criteria	Course Evaluation
	          Assignments 20
	          Mid Semester Test 25
	          Final Project 15
	          Final Test 40
	          Total 100