

Human Resources Management

Prepared by Dr. Samah Abdelfatah

MGM 243

Lecture 0





مجموعة جامعة
الجميع الذكية
للتعليم القابضة

MIDOCEAN
UNIVERSITY

Human Resources Management

Orientation Lecture

MGM 243

Prepared by
Dr. Samah Abdelfatah

www.midocean.ae



CV Summary

Dr. Samah Abdelfatah

- Doctor of Business Administration
- University of Khartoum
- The Head of Business Administration Department (PIUSAD)
- Executive MBA Professor Cardiff School Of Business
- Certified International Trainer From The American Canadian Board for Professional Training (ACBPT)
- Certified Trainer From Stanford University (USA).
- Member Of The Arab Training League(ATL)
- Reviewer For International Scientific Journals.

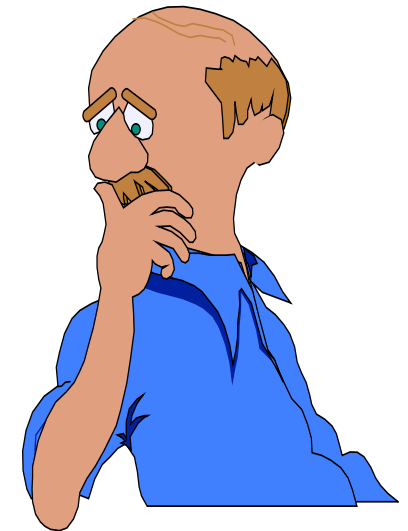
Chapter

0

BEFORE WE START

WHAT DO YOU THINK ABOUT HRM?

Evil Or Good?



Google



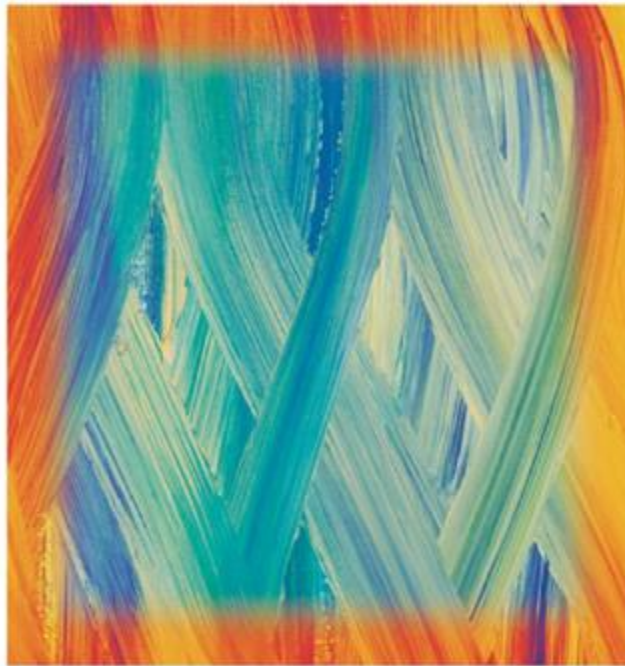


Google's culture of launching a 'half-baked' product and continually improving has helped them get real-time feedback from its user-base.



Human Resource Management

TWELFTH EDITION



ROBERT L. MATHIS • JOHN H. JACKSON

Textbook:

Human Resource Management by Robert L. Mathis, John H. Jackson, Sean R. Valentine, Patricia Meglich

Course Description

The course will examine the evolution of HR from a primarily administrative function to a strategic partner and decision maker in the organization. Among other things, the course will look at the effective management of human capital, the importance of attracting and retaining employees, managing a diverse workforce, recognizing employee rights, and legislative requirements.

Credit Hours: 3 credit hours

The main reference material for this course will be the Lecture videos and the slides.

The text is additional source for enlarging your knowledge.

Learning outcomes

➤ **Students should be able to:**

- Understand the basic principles, concepts, and practices of HRM.
- Appreciate the contribution of HRM to organizational effectiveness.
- Effectively utilize their knowledge and analytical skills in the application of HRM.
- Appreciate the complex role of HRM in meeting the demands of individuals, organizations, and society.
- Link HR to organizational strategy.

➤ **Topics:**

- Changing Nature of HRM
- Staffing the Organization
- Developing HRM.
- Compensating HR
- Managing Employee Relations

Changing Nature of HRM

- **Chapter 1:** Changing Nature of Human Resource Management
- **Chapter 2 :** Strategic HR Management and Planning
- **Chapter 3 :** Organization/Individual Relations and Retention

Part 01



Staffing the Organization

- **Chapter 6:** Jobs and Job Analysis
- **Chapter 7:** Recruiting in Labor Markets
- **Chapter 8:** Selecting Human Resources

Part 02



Developing HRM

- **Chapter 9:** Training Human Resources
- **Chapter 10:** Talent Management and Development
- **Chapter 11:** Performance Management and Appraisal

Part 03



Compensating HR

- **Chapter 12:** Total Rewards and Compensation
- **Chapter 13:** Variable Pay and Executive Compensation
- **Chapter 14:** Managing Employee Benefits

Part 04



Managing Employee Relations

- **Chapter 15:** Risk Management and Worker Protection
- **Chapter 16:** Employee Rights and Responsibilities

Part 05



مخطط الأسابيع الدراسية للفصل الدراسي الأول 2024

الأسبوع	الموضوع	التاريخ
الأسبوع 1	محاضرة توجيحية	27/1/2024
الأسبوع 2	محاضرة - حلقة نقاش - اختبار قصير	3/2/2024
الأسبوع 3	محاضرة - حلقة نقاش - اختبار قصير	10/2/2024
الأسبوع 4	محاضرة - حلقة نقاش - اختبار قصير	17/2/2024
الأسبوع 5	محاضرة - حلقة نقاش - اختبار قصير آخر موعد للاعتذار عن الفصل أو عن مقرر	24/2/2024
الأسبوع 6	محاضرة - حلقة نقاش - اختبار قصير	2/3/2024
الأسبوع 7	محاضرة - حلقة نقاش - اختبار قصير	9/3/2024
الأسبوع 8	محاضرة - حلقة نقاش - اختبار قصير	16/3/2024
الأسبوع 9	محاضرة - حلقة نقاش - اختبار قصير	23/3/2024
الأسبوع 10	محاضرة - حلقة نقاش - اختبار قصير	30/3/2024
إجازة عيد الفطر المبارك من 6/4/2024 إلى 13/4/2024		
الأسبوع 11	محاضرة - حلقة نقاش - اختبار قصير	13/4/2024
الأسبوع 12	حلقة نقاش	20/4/2024
الأسبوع 13	الإختبارات النهائية	27/4/2024
نهاية الدراسة	نهاية الإختبارات النهائية	4/5/2024



Timing Of The Lectures

أوقات المحاضرات

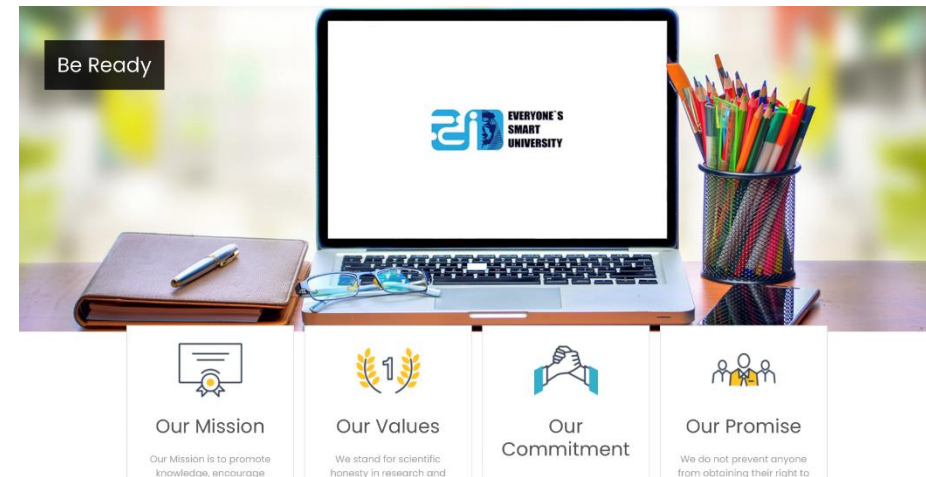


- The timings of lectures and discussions depend on the timing of Makkah for all programs.
- The duration of the recorded lecture is 80-90 minutes uploaded to the Moodle platform

- The weekly lecture will be uploaded on the educational platform Moodle on Saturday of each week at 12 noon Riyadh time
- Discussions, which are optional weekly seminars for the student to discuss what was presented in the recorded lecture for the week.

(Please review the date and duration of each course according to the schedule)

- **This week is the first Orientation Lecture**
- **All the educational material will be uploaded to the Moodle App.**



Quizzes and Exams

آلية التقييم والاختبارات



- **The short test is uploaded weekly at the same time of the lecture on Saturday of each week at ten o'clock in the evening and left open for a week, then closed on the following Saturday at nine o'clock in the evening.**
- **The test structure :MCQ/Matching/true & false/voice quiz questions**
- **Answering the quiz:**
Short test of 8 marks / 8 questions. (with a total of 80 marks)
The period for the short test is 24 minutes.

The final exam will be conducted through Moodle.

Final Exam Questions :/Matching/true & false MCQ/Audio Questions

Final exam of 20 marks.

The Evaluation



Short Quizzes

Types of exams

Final Exam

The Language

- The main language used in Slides is **(English)**
- The Explanation will be in **Arabic** but if there are scientific terms will be mentioned in **English**



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Thank You

