MHCM Course Description

HCM 511: Human Resources Management (3-0-3)
This course will provide students with the fundamental concepts and best practices of human resources and its implications on organizational performance. In this course, students will examine the impact of shifting workforce, industry trends, and workplace challenges on human resources management and the skills and competencies required for HRM professionals. As well, the course will survey emerging human resources theories, effective strategies for designing human resources solutions, including business alignment, measuring the effectiveness of human resources investment, and integrated approaches to talent management.

HCM 512: Fundamentals of Labor and Employment Law (3-0-3)
This course is a survey of the current Saudi employment laws in the private and public sectors. It introduces students to the general framework governing the relationships between employees and their employers including the labor law and the civil service system. The course covers key legal areas, such as employment contracts, rights, protection from discrimination, dismissal and redundancy protection, compensation, benefits, health and safety, and dispute resolution among others. As well, the course covers business ethics and its implications on labor markets and workplace relations, and other regulations, such as social insurance and retirement benefits.

HCM 513: Finance for Human Resource (3-0-3)
Effective human resources management leaders and strategists rely on financial data to make decisions, allocate resources, better support organizational goals, predict returns on human resources investments, and justify budget expenses. In this course, students will learn how to read, interpret, and use financial statements: balance sheets, income statements, and cash flow statements to determine the implications of human resources management decisions. As well, in this course, students will explore the basic concepts of financial management and measurement and their link to sound, effective, and efficient human resources management strategies and solutions.

MGT 514: Organizational Theory and Culture (3-0-3)
This course provides students with major management concepts and organization theory with an emphasis on understanding human behavior in organizational contexts and solving managerial problems. In this course, students will develop conceptual, diagnostic, and personal skills to help them deal with human interaction in complex organizations. The course compares and contrasts a number of behavioral theories that deal with a range of topics, including motivation, individual and team development, leadership, decision-making, personal perception, business ethics, conflict, power/politics, workplace culture, diversity, creativity, employee relations, and the organizational psyche.

MIS 516: Information Systems for Human Resources (3-0-3)
In a rapidly changing environment, the organization's digital capabilities and its tech-savvy human resources leaders are constant game changers and essential for the success of the enterprise. A well-designed information system allows human resources professionals to understand the organization's operations in real-time. This course provides students with the necessary knowledge, skills, and tools that allow them to develop a strategic, interdisciplinary, and integrative approach to using technology to measure and manage human resources. As well, in this course, students will explore specific systems and frameworks for investigating and selecting technology solutions.

HCM 516: Business Analytics for Human Resources (3-0-3)
Successful human resource leaders are increasingly turning towards human resource analytics to help them make more informed, evidence-based decisions that improve organizational performance and deliver competitive advantage. In this course, students will learn a number of data collection techniques, and analysis methods, and explore ways in which data can be better visualized and presented in a clear and compelling manner. As well, students will be able to analyze and interpret an organization's performance measures and articulate sound and effective solutions that improve its human resources strategy and other organizational goals.

HCM 517: Human Resources Strategies and Training (3-0-3)
This course reviews the essential role that human resources strategies play in achieving organizational goals and focuses on how human resources strategies function and align with the business strategy of a company. This course provides an in-depth review of workforce strategic planning, best practices, job descriptions, and methods that enable human resources leaders to identify, recruit, retain, and promote competent personnel. As well, the course will discuss leading HRM strategies and best practices in strategic management that allow students to build distinctive HRM competencies that give their organizations a competitive advantage. *Prerequisite HCM 511*

HCM 518: Compensation and Performance for Human Resources (3-0-3)
This course is to enhance students' capability and decision-making skills in handling compensation and performance management functions, including feedback and interventions. Looking for ways to plan and manage compensation and performance for human resources is critical in obtaining organizational strategic goals. This course provides an exploration of the different compensation systems and performance management processes to better attract, evaluate, motivate, and retain talented employees. Special attention is given to topics, such as policy formulation, equitable implementation of wage, salary programs, and benefits packages. *Prerequisite HCM 516*

HCM 519: Talent Acquisition and Development (3-0-3)
This course is to develop high-performance human resource professionals that strive to achieve organizational operational goals and objectives. The course provides students with skills and knowledge that allow HRM professionals to forecast specific human competencies required by their organizations. In this course, students will gain a comprehensive understanding of HRM theories, strategies, and models, along with the competencies required for talent management, acquisition, retention, and talent development. As well, the course will allow students to understand talent management practices and build distinctive HRM competencies that give their organizations a competitive advantage. *Prerequisite MGT 514*

HCM 520: Leadership for Human Resources (3-0-3)
This course highlights the significant role that human resources leaders play to foster team building, business leader growth and development, and organizational change through constant evaluation of human resources strategies and investments. The students will be able to occupy leadership positions to provide strategic human resources management support to their organizations. The course further aims to develop leaders and change agents who can build the desired human resources and motivate them through performance reward systems to contribute ethically towards the sustainability, growth, and development of an organization. *Prerequisite HCM 517*

HCM 525: Graduate Research Project (3-0-3)
In this project, HCM students, under the supervision of their faculty advisors, are expected to design, implement, and present a research project. This is a semester-long project in which a research issue is defined, research methodology is established, appropriate data analysis is undertaken, and defensible conclusions/findings are drawn. The requirements for this research project are flexible enough to encourage students to attempt a wide range of topics in the field of HRM that are intended to provide students with a comprehensive understanding of HCM theories, models, and applications in business various organizations. ***Prerequisite 21 Credits***