

**King Saud University
Deanship of Graduate studies
College of Business Administration
Management Department**



**Master of Science
In Human Resources Management
(Courses Option)**

Academic Year
2018-1440

I. Introduction

The Department of Management was first established in 1379 AH (1959 AD) with the establishment of the College of Commerce. It was named the Department of Business Administration. During the past four decades, the Department of Business Administration was able to graduate thousands of students, who have held many prominent positions in the Kingdom.

In 2006, and after re-structuring the College of Business Administration, its name changed from the Department of Business Administration to the Department of Management. It now offers two study tracks: Management and Human Resources Management. The curricula of these tracks were based on benchmarking with the best Business Schools around the world, in order to prepare highly qualified graduates who can contribute to the economic development of the Kingdom. The Department adopts a policy of continuous updating of its plans and programs in consistency with scientific progress, and the actual requirements of the labor market. The current program is established in response to this policy.

I. Degree Name

Master of Science in Human Resources Management (Courses Option).

III. Program Objectives:

1. Prepare students and professionals in organizations to practice human resources management skills in local and global businesses by providing them with the theoretical foundations and their applications.
2. Meet the needs of the labor market for qualified and specialized graduates in the field of human resources management.
3. Enrich the academic foundation for those who wish to continue their graduate studies in the field of human resources management.

VI. Admission Requirements:

In addition to meeting the general requirements of the unified regulations for graduate studies in Saudi Universities and procedures and rules in King Saud University, applicants should satisfy the following requirements:

1. Applicant must hold a bachelor's degree from KSU or any university accredited by Ministry of Education with a minimum of a "Very Good" GPA; the department may accept a minimum of a "Good" GPA, provided that applicant has a minimum of a 2-year experience and applicant's GPA of the specialty courses is at least "Very Good".
2. A score of at least 5 in the IELTS test or equivalent with less than two-year validity.

VIII. Degree Requirements:

Successful completion of 45 credit hours of graduate courses distributed as follows:

1. 36 credit hours from the core courses.
2. 9 credit hours from the elective courses.

Program Structure

	Course Code	Title	Credit Hours	Total
Core courses within the Department	BUS 501	Human Resources Management	3	27
	BUS 502	Organizational Behavior	3	
	BUS 520	Legal Environment of Business	3	
	BUS 521	Compensation Management	3	
	BUS 510	Human Resources Development	3	
	BUS 511	Managing Performance	3	
	BUS 530	Strategic Human Resources Management	3	
	BUS 512	Human Resources Staffing	3	
	BUS 599	Research project	3	
Core courses from other Departments	ECON 585	Labor Economics	3	9
	QUA 553	Quantitative Methods in Decision Making	3	
	MIS 524	Human Resources Information System	3	
Choose 9 Credit hours from the following:				
Elective courses from within the Department	BUS 513	Leadership in Organizations	3	9
	BUS 514	Organizational Change and Development	3	
	BUS 522	Managing Workforce Diversity	3	
	BUS 532	Small Businesses and Entrepreneurship	3	
	BUS 533	Business Ethics and Social Responsibility	3	
Total Credit Hours				45

Study Plan

Semester 1			Semester 2		
ECON 585	Labor Economics	3	BUS 510	Human Resources Development	3
QUA 553	Quantitative Methods in Decision Making	3	BUS 511	Managing Performance	3
BUS 501	Human Resources Management	3	BUS 512	Human Resources Staffing	3
BUS 502	Organizational Behavior	3	-	Elective Course (1)	3
Total		12	Total		12
Semester 3			Semester 4		
BUS 520	Legal Environment of Business	3	BUS 530	Strategic Human Resources Management	3
BUS 521	Compensation Management	3	BUS 599	Research project	3
MIS 524	Human Resources Information System	3	-	Elective Course (3)	3
-	Elective Course (2)	3			
Total		12	Total		9

Course Descriptions

BUS 501 Human Resources Management 3 (3+0)

This course focuses on the strategic role of human resources management, planning for employment, job analysis, staff selection, performance appraisal, compensation, training, and development from the managerial point of view.

BUS 502 Organizational Behavior 3 (3+0)

The objective of this course is to help students understand human behavior in organizations. It also helps to develop the analytical skills necessary to identify, diagnose, and solve behavioral problems in the workplace. It deals with the study of behavior at the individual level in terms of perception, personality, motivation, learning, creativity, values, and attitudes. It also addresses the study of behavior at the collective level in terms of group dynamics, conflict, leadership, and communications. The course, also, includes the study of behavior at the organizational level in terms of organizational design, organizational development, and organizational culture.

BUS 520 Legal Environment of Business 3 (3+0)

This course aims at explaining the nature of the legal working environment in the Kingdom of Saudi Arabia, and it focuses on the legal aspects of each of the individual transactions, and organizational transactions. The course includes the following topics: contracts, agency, employment regulations, securities and personal property, real estate, e-commerce laws, the environmental laws and regulations, rights of creditors and debtors, legal norms related to the products, marketing, advertising, and the responsibility of the manufacturer to the consumer.

BUS 521 Compensation Management 3 (3+0)

The course aims at introducing students to the fundamentals and principles of wages and salaries, including how to conduct salary surveys, defining compensation factors, adjusting wage structures, and linking performance to compensation, in addition to setting incentive plans, benefits and other services provided to employees.

BUS 510 Human Resources Development 3 (3+0)

This course aims at providing students with the necessary knowledge related to the nature of training, human resource development, assessing the needs for training and development, designing, implementing, and evaluating training programs. Furthermore, the course introduces methods on how to develop orientation programs for the new staff, career development, and promotion policies.

BUS 511 Managing Performance 3 (3+0)

The course aims at providing students with an overview of the principles and philosophy governing the effective model of managing performance. It also provides the skills and the techniques needed for effective performance management, and addresses a number of topics such as performance planning, and feedback on performance.

BUS 530 Strategic Human Resources Management 3 (3+0)

The course aims at achieving coherence between the traditional human resources functions (recruitment, hiring, training, performance evaluation, labor relations, and compensation) and strategic planning in the organization.

BUS 512 Human Resource Staffing 3 (3+0)

The course covers the basic principles related to human resource planning as part of a comprehensive plan for the organization, including job analysis, manpower planning and recruitment, and selection.

BUS 599 Research project 3 (3+0)

The aim of this course is to introduce students to the basics of quantitative and qualitative research, and to expose them to the empirical research design, and the quasi-experimental design. It also aims to assist the students in defining the research problem, designing a questionnaire, performing statistical analysis, interpreting the results, and writing a research report. Students have to prepare a research project based on the previous concepts.

ECON 585 Labor Economics 3 (3+0)

The topics discussed in this course are: theories of labor demand, theories of labor supply, development and workforce planning, labor mobility, the difference of wages, and government policies in the labor market.

QUA 553 Quantitative Methods in Decision Making 3 (3+0)

The course is considered as a preliminary course in the quantitative methods in social sciences. It aims at preparing researchers to use basic statistical methods in empirical research. This course is a practical guide for the applications of statistics in social science research. It is expected that students become active users of statistics. Therefore, they should learn the concepts and theories of statistics, and be aware of the different assumptions of the methodologies used. The course requires heavy use of lectures and computer labs in order for students to apply what they have acquired in using more sophisticated statistical programs.

MIS 524 Human Resources Information System 3 (3+0)

The course aims to introduce students to the concepts of human resource information systems and their importance, as well as to identify areas of use of information systems to build background information and the requirements necessary for the management of human resources.

BUS 513 Leadership in Organizations 3 (3+0)

The course covers the definitions of administrative and leadership roles in organizations through the study of some theories of leadership and leadership styles, and the impact of their uses on individuals and on organizations.

BUS 514 Organizational Change and Development 3 (3+0)

The course seeks to introduce change and organizational development in terms of: concept, methods and development, and developing the students' skills in the field of organizational development and change. It also addresses planned change and its impact on operations, strategies, personnel, and culture in organizations.

BUS 522 Managing Workforce Diversity 3 (3+0)

The course covers the most important problems faced by human resources management and its functions at the international level, particularly with regard to international recruitment, managing cultural diversity, designing motivation, training and evaluation plans, and other problems facing the human resources manager at the international level.

BUS 532 Small Businesses and Entrepreneurship 3 (3+0)

The course involves providing students with theoretical and practical knowledge required in establishing small enterprises and managing them successfully. The course covers a number of interesting topics related to small projects, such as marketing, finance, human resource management and other topics.

BUS 533 Business Ethics and Social Responsibility 3 (3+0)

This course adopts the definition of the basic concepts of business ethics, and clarifies ethical values, how to take responsibility for working with others in accordance with Islamic values. The course aims to clarify the role of organizations in the development of communities and protecting the environment.

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