

University of Bahrain

Deanship of Graduate Studies  
& Scientific Research



جامعة البحرين

عمادة الدراسات العليا والبحث  
العلمي

## College of Business Administration

Department of Management and Marketing

### M.Sc. in Human Resource Management

Course No.	Course Title	CH
<b>Background Courses</b>		
ACCM500	FINANCIAL ACCOUNTING	0
ECONM500	SURVEY OF ECONOMICS	0
FINM500	MANAGERIAL FINANCE	0
<b>Core Courses</b>		
MGT631	HUMAN RESOURCES MANAGEMENT	3
MGT680	COMPENSATION AND PERFORMANCE MANAGEMENT	3
MGT681	LABOUR AND CIVIL SERVICE REGULATIONS	3
MGT682	STRATEGIC HUMAN RESOURCE MANAGEMENT	3
MGT683	INTERNATIONAL HUMAN RESOURCE MANAGEMENT	3
QM650	RESEARCH METHODS AND STATISTICAL ANALYSIS	3
MGT695	THESIS	9
<b>Elective Courses (6 CH)</b>		
MGT634	ORGANIZATIONAL CHANGE AND DEVELOPMENT	3
MGT635	BUSINESS ETHICS	3
ACC610	ADVANCED FINANCIAL ACCOUNTING	3
ECON640	MANAGERIAL ECONOMICS	3
FIN620	BUSINESS ETHICS	3
SBF670	ISLAMIC COMMERCIAL JURISPRUDENCE	3



**AACSB**  
ACCREDITED

## **Course Descriptions**

### **ACCM500: Financial Accounting (No credit)**

Basic financial accounting principles for a business enterprise; accounting and the business environment; recording business transactions; the adjusting process and preparing financial statements; accounting for merchandising operations; plant assets and intangibles; accounting for corporations; introduction to cost accounting; and introduction to management accounting.

### **ACC610: Advanced Financial Accounting (3 credits)**

Accounting and financial reporting for business combinations (including consolidated financial statements); international accounting issues, foreign currency translation, reorganizations and liquidations; study of selected financial accounting topics including SEC regulations, bankruptcy, and reporting for segments and interim financial periods and major issues of technical accounting requirements.

### **ECONM500: Survey of Economics (No credit)**

Survey of both micro and macroeconomic concepts; microeconomics topics include scarcity, positive and normative economics, economic problem, demand and supply mechanism, elasticity and market structure; macroeconomics topics include national accounts, unemployment, business cycles, inflation, money, banking and monetary and fiscal policies.

### **ECON640: Survey of Economics (3 credits)**

The firm and its goals; mathematics of demand and supply; demand and revenue analysis; demand elasticity; estimation of demand; theory and estimation of production; theory and estimation of costs; pricing and output decision under perfect and imperfect competitions; pricing in practices; case studies and managerial economics in action.

### **FINM500: Managerial Finance (No credit)**

The role of finance in the business organization, financial analysis, financial forecasting, capital investment decisions, financing decisions, cost of capital decision, convertible, international financial management, business failures and investment banking.

### **FIN620: Corporate Finance (3 credits)**

Market efficiency; shareholders' wealth value; cost of capital; capital assets pricing model; capital budgeting; dividend policy; risk management; mergers and bankruptcy.

### **QM650: Research Methods and Statistical Analysis (3 credits)**

Introduction to business research, research process, problem definition and the research proposal, design of research strategies, questionnaire design, sampling procedures, sources, collection and presentation of data; hypotheses testing; bivariate and multivariate analyses; nonparametric significance test, and presenting results in written report.

### **MGT631: Human Resources Management (3 credits)**

Analytical overview of personnel management theory and practice; elements of modern personnel management with special reference to human resource development (HRD); job evaluation and analysis; recruitment and selection; performance appraisal; compensation management; human resources development and training; behavior science contribution to modern HRD practices.

**MGT634: Organizational Change and Development (3 credits)**

Introduction to the field of organization change and development as a set of holistic interventional methodologies for systematically bringing about organizational change and improvement in people, processes, and technology; emphasis will be on the exploration of literature, culture, values and skills that will assist a manager, leader, or administration to carry out the organizational development and to manage change successfully.

**MGT635: Business Ethics (3 credits)**

Introduction to a stakeholder management framework, emphasizing business's social and ethical responsibilities to both external and internal stakeholder groups. Discussing a twin theme of corporate business ethics and governance that illustrates how ethical considerations are included in the public issues facing organizations and the decision-making process of managers.

**MGT680: Compensation and Performance Management (3 credits)**

Introduction to the field of compensation management within the wider perspective of human resource management. It provides students with an understanding of the reward management process which includes pay survey, job evaluation, and the design of pay structure. Students will be aware of the problems related to performance management system and be able to give suggestions for improvement.

**MGT681: Labour and Civil Service Regulations (3 credits)**

This course will provide students with an overview of the legal framework for effective human resource management and for compliance with relevant laws and legislation. Topics include significant legislations affecting human resource management, as well as, other common law concerns that affect human resource management.

**MGT682: Strategic Human Resource Management (3 credits)**

Strategic Human Resource Management (SHRM) explores the relationship between the management of people and pursuit of an organization's strategic goals and objectives. Specific topics covered include human resource planning and strategy, job analysis and job design, equipment and selection, performance appraisal and performance-related pay, learning and career management, employment relations, diversity management and international human resource management.

**MGT683: International Human Resource Management (3 credits)**

This course provides an understanding of the role of human resource management (HRM) in various international contexts. It covers a variety of topics which include globalization; culture and its impact on HRM, work and labour regulations; comparative strategic HRM issues; issues related to international: recruitment and selection; training, learning and development; comparative compensation practices; and expatriation and repatriation.

**SBF670: Islamic Commercial Jurisprudence (3 credits)**

Islamic law related to commerce, trade and finance (*Fiqh Al-Muamalat*) in contemporary commercial and financial environments. Sharia principles applied to financial transactions as encountered in Islamic financial institutions, including Takaful companies. Views on contentious issues in contemporary Islamic financial transactions. Commonly used contracts in light of the Sharia standards issued by Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI). The *maqasid*, or higher purposes, of Sharia in dealing with the broader spectrum of life.

**MGT695: Thesis (9 credits)**

Prerequisite: 18 credits

Any topic, reflecting contemporary relevance and issues, will be chosen by the student with the assistance of an academic supervisor from the area of Human Resources Management. A thesis proposal consisting of problem area, objectives and proposed methodology will have to be submitted to the department council for approval before the start of actual field work.