



College of Business Administration

Master of Science in Human Resource Management (HRM) Program

Mission

Master of Science in Human Resource Management (HRM) at the University of Bahrain seeks to equip our graduates with the needed knowledge and become ethically oriented leader able to deal successfully with globalized dynamic environment and succeed in taking up significant managerial positions in HRM in domestic and global business enterprises.

Vision

The Master of Science in HRM strives to be recognized as a leading graduate program in the region, and to meet the highest international quality standards for excellence in HRM education.

Program Objectives

Upon completion of the program, graduates will be able to achieve the following Program Educational Objectives (PEOs):

1. Demonstrate a thorough understanding of the body of knowledge in human resource management.
2. Communicate effectively and professionally in business situations.
3. Evaluate business issues and practices from ethical and global perspectives.
4. Demonstrate the research and analytical skills needed to solve problems in human resource management.

Curriculum

Non-Business Graduates

Candidates who hold a *non-business* Bachelor's degree (e.g., engineering, medicine, chemistry) need to be brought up to a more or less comparable level with business graduates. This will be accomplished through three foundation courses (zero credit hours wherein the student can choose three out of four courses), in addition to six core courses (18 credit hours) and two optional courses (6 credit hours) as follows:

- A. Background Courses (Three courses: zero credit hours)
- B. Core Courses (Six courses: 18 credit hours)
- C. Optional Courses (Two courses: 6 credit hours)
- D. Thesis (9 credit hours)



Business Graduates

Candidates who hold a Bachelor's degree in Business Administration or a closely related field must complete 33 credit hours as follows:

- A. Core Courses (Six courses: 18 credit hours)
- B. Optional Courses (Two courses: 6 credit hours)
- C. Thesis (9 credit hours)

Admission Requirements

- 1 A Bachelor's degree in any discipline from a university or an institution accredited by the University of Bahrain, with a minimum GPA of 2.67 out of 4 (or its equivalent).
- 2 Proficiency in English language. Must have a minimum score of 5.5 in IELTS or its equivalent.
- 3 The final admission will be based on the merit list of the applicants.

Program Requirements

1. Background (Foundation) Courses: *Three courses (zero credit hours):*

- ACCM 500 Financial Accounting (No credit)
- ECONM 500 Survey of Economics (No credit)
- FINM 500 Managerial Finance (No credit)

2. Core Courses: *Six courses (18 credit hours)*

- MGT 631 Human Resources Management (3)
- MGT 680 Compensation and Performance Management (3)
- MGT 681 Labour and Civil Service Regulations (3)
- MGT 682 Strategic Human Resource Management (3)
- MGT 683 International Human Resource Management (3)
- QM 650 Research Methods and Statistical Analysis (3)

3. Optional Courses: *Two courses (6 credit hours) to be chosen from the following list:*

- MGT 634 Organizational Change and Development (3)
- MGT 635 Business Ethics (3)
- ACC 610 Advanced Financial Accounting (3)
- FIN 620 Corporate Finance (3)
- ECON 640 Managerial Economics (3)
- SBF 670 Islamic Commercial Jurisprudence (3)

4. Thesis: MGT 695 (9 credits)



Curriculum Plan

1. **Background Courses** (Three courses for non-business students only: zero credits)

2. **Core Courses**

Semester 1

| Course Code | Course Title | Credit hours | Prerequisite |
|-------------|---|--------------|--------------|
| MGT 631 | Human Resources Management | 3 | |
| MGT 680 | Compensation and Performance Management | 3 | |
| MGT 681 | Labour and Civil Service Regulations | 3 | |
| QM 650 | Research Methods and Statistical Analysis | 3 | |

Semester 2

| Course Code | Course Title | Credit hours | Prerequisite |
|-------------|---|--------------|--------------|
| MGT 682 | Strategic Human Resource Management | 3 | |
| MGT 683 | International Human Resource Management | 3 | |
| XXX 6XX | Optional course | 3 | |
| XXX 6XX | Optional course | 3 | |

Semester 3

| Course Code | Course Title | Credit hours | Prerequisite |
|-------------|--------------|--------------|--------------|
| MGT 695 | Thesis | 9 | 18 credits |

Course Descriptions

ACCM 500: 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.

ACC 610: 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.

ECONM 500: 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.

ECON 640: 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.

FINM 500: 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.

FIN 620: 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.

QM 650: 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.

MGT 631: 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.

MGT 634: 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.

MGT 635: 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.

MGT 680: 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.

MGT 681: 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.

MGT 682: 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.

MGT 683: 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.

SBF 670: 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.

MGT 695: 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.