

MBA Program: Human Resource Management (HRM)

Mini Description: This course provides a comprehensive overview of managing people within organizations, focusing on recruitment, performance management, employee motivation, and strategic human capital development.

Full Description: The Human Resource Management (HRM) course explores the essential practices and strategic importance of managing people in modern organizations. Students will learn how HRM aligns with overall business objectives to create a productive, innovative, and sustainable workforce. The course covers advanced techniques in talent acquisition, performance appraisal, compensation strategies, employee engagement, and training & development. It also highlights the role of ethics, diversity, and technology in shaping the future of HR.

Duration: 45 hours

Cost: \$850

Course Outline:

- **Introduction to Human Resource Management:** Overview of HR functions, evolution of HRM, and its strategic role in organizations.
- **Recruitment and Selection:** Modern recruitment methods, employer branding, and competency-based selection processes.
- **Performance Management Systems:** Designing evaluation metrics, performance appraisal techniques, and feedback mechanisms.
- **Training and Development:** Identifying skill gaps, building training programs, and evaluating their effectiveness.
- **Compensation and Benefits Management:** Pay structures, incentive systems, and balancing equity and competitiveness.
- **Employee Relations and Engagement:** Conflict resolution, workplace culture, motivation theories, and employee satisfaction.
- **HR Analytics and Technology:** Using data to improve HR decisions and the impact of digital HR tools (AI, automation, HRIS).
- **Diversity, Inclusion, and Ethics in HR:** Managing diverse teams, promoting inclusion, and upholding ethical HR practices.
- **Strategic HRM and Global Workforce Management:** Aligning HR with business strategy and managing international teams effectively.

Learning Outcomes:

- - Develop effective recruitment and retention strategies.
- - Implement performance management and employee development systems.
- - Apply HR analytics to optimize workforce planning.
- - Create a positive organizational culture through leadership and engagement.

- - Integrate HR strategies with corporate objectives in a global context.