

Course Description Template

(Approved based on the twinning agreement with the University of Karbala – Faculty of Business Administration / Department of Business Administration)

University Name: Warith Al-Anbiya University

College/Institute: College of Administration and Economics

Scientific Department: Department of Business Administration

Curriculum: Bologna Track for the Second Stage

MODULE DESCRIPTION FORM

Sample course description

Module Information				
Course Information				
Article Submission		Contemporary Human Resource Management		Article Title
<input checked="" type="checkbox"/> Inside the Classroom		Basic		Material Type
<input checked="" type="checkbox"/> Online		BA2202		Article Code
<input type="checkbox"/> Laboratory		3		Number of ECTS Units
<input checked="" type="checkbox"/> Tutorial (Review)		150		Regular Student Load During the Semester (SWL)
<input type="checkbox"/> Practicality				
<input checked="" type="checkbox"/> Seminar (discussion)				
Second Semester (Two)	Semester	First Level (UGI)	Material Level	
Management & Economics	College (Code)	Business Administration	Section (Code)	
	Email	Assoc. Prof. Dr. Salah Mahdi Al-Yasari	Professor of the Subject	
	Educational Qualification	Assistant Professor	Scientific Title	
	Email		Article References	
	Email		Name of peer references	
1.0	Issue Number		Date of approval of the Scientific Committee	

Relation with other Modules			
Relationship with other subjects			
	Chapter	There isn't any	Requires pre-material
	Chapter	There isn't any	Requires a common material

Module Aims, Learning Outcomes and Indicative Contents	
Course Objectives, Learning Outcomes, and Instructional Contents	
<ul style="list-style-type: none"> • Providing knowledge and thought about the services provided by organizations to human resources. • Clarifying the occupational health, safety and industrial security programs included in the Human Resources Department. • Studying employee morale, satisfaction and organizational climate . • Developing students' skills and consolidating their knowledge about the planning and development of the career path of the human resource. • Activating students' understanding of career movement management in terms of promotion systems, methods, and the basics of career rotation. • Clarifying the basics of intellectual and human capital. 	<p>Module Objectives</p> <p>Course Objectives</p>
<ul style="list-style-type: none"> ➤ - Clarifying the types of benefits, benefits and services provided by organizations to human resources. ➤ - Determine the nature and types of work accidents and work injuries to which workers are exposed. ➤ * Effects of the organizational climate on employee retention. ➤ - Manage the career development program and determine the responsibility for its implementation. ➤ * Knowledge of the basics of employee transfer, job downloading, and work rotation concepts. ➤ - Identify the procedures of employee discipline and various interventions. ➤ • Identifying specific issues in human resources management such as computerization, auditing, and attention to intangible assets. 	<p>Learning outcomes for the course</p> <p>(Outcome)</p>
<p>The following main topics will be addressed in the second course:</p> <ul style="list-style-type: none"> • Determine the impact of the services provided by the 	<p>Indicative Contents</p> <p>How-to Contents</p>

<p>department on the retention of employees.</p> <ul style="list-style-type: none"> • Discuss the different approaches that discuss the basics of intellectual and human capital and their sub-dimensions. • Explain the concepts developed for human resources accounting and human resources auditing and information systems. • Effects of special issues in human resource management such as commitment, job loyalty, immersion and job engagement. • Presenting samples of field experiences of human resources management in Iraqi organizations. 	
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Learning and Teaching Strategies	
Learning and Teaching Strategies	
<p>The basic learning strategies are:</p> <ol style="list-style-type: none"> 1- Giving theoretical lectures to students in the classroom. 2- Use of the school whiteboard. 3- Asking questions to students and asking them to answer them. 4- Participation of students in presenting field applications from the reality of work in Iraqi organizations. 5- Assigning students to classroom activities. 6- Assigning students to make reports related to solving specific administrative problems. 	<p>Strategies</p> <p>Strategies</p>

Student Workload (SWL)			
The student's academic load is calculated for 15 weeks			
3.1	Structured SWL (h/w) Regular Academic Load of the Student Weekly	48	Structured SWL (h/sem) Student's regular academic load during the semester
6.3	Unstructured SWL (h/w) Student's irregular academic load per week	102	Unstructured SWL (h/sem) Student's irregular academic load during class
150			Total SWL (h/sem) The student's total academic load during the semester

Module Evaluation

Assessment of the course

Relevant Learning Outcomes	Week due	Weight (Grade)	Time/Count		
	5 + 10	10% (10)	2	Daily Quizzes	Formative Assessment
	7 + 11	10% (10)	2	Tasks (homework)	
	10	10% (10)	1	Projects / Laboratory	
	12	10% (10)	1	The Report	
	11	10% (10)	2 hours	Mid-Term Exam	Summary Assessment
	16	50% (50)	3 hours	Final Exam	
		100% (100 °)	Overall Rating		

Delivery Plan (Weekly Syllabus)

Theoretical Weekly Curriculum

Material Covered	Week
Maintenance and Maintenance of Human Resources	Week 1
Services provided to employees	Week 2
Health, Industrial Security and Work Accidents	Week 3
Morale, Satisfaction and Organizational Climate	Week 4
Nature of Labor Relations	Week 5
Career Planning and Development	Week 6
Functional Movement Management	Week 7
Rotation	Week 8
Discipline and Job Punishment	Week 9
Special Issues in Human Resource Management	Week 10
Exam	Week 11
Human Resources Management Information Systems	Week 12
Computerized System in Building Human Resources Information	Week 13
Human Resources Management Audit	Week 14
Intellectual and Human Capital	Week 15
Preparation week before the final exam	Week 16

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Weekly Lab Curriculum (Weekly Lab. Syllabus)

There isn't any	
Lab 1:	Week 1
Lab 2:	Week 2
Lab 3:	Week 3
Lab 4:	Week 4
Lab 5:	Week 5
Lab 6:	Week 6
Lab 7:	Week 7

Learning and Teaching Resources

Learning and Teaching Resources

Available at the library?	The Book	
Yes	1- Human Resources Management / Dr. Moayed Saeed Al-Salem, Dr. Adel Harhoush Saleh. 2- Books and references for scientific journals with scientific accreditation 3- References, Websites.....	Required Books
	There isn't any	Recommended Books
There isn't any		Websites

Grading Scheme

Definition	Marks %	Recognition	Grade	Collection
Outstanding performance	90 - 100	Privilege	A – Excellent	Success Group (50 - 100)
Above average with some errors	80 - 89	Very good	B - Very Good	
Good work with noticeable errors	70 - 79	Good	C – Good	
Acceptable but with major flaws	60 - 69	Medium	D - Satisfactory	
Work meets minimum standards	50 - 59	Acceptable	E – Sufficient	
More work is required but recognition	(45-49)	Deposit (in	FX – Fail	The Failed

has been awarded		processing)		Group
A great deal of work is required	(0-44)	Failure	F – Fail	(0 – 49)

Note: Decimal points above or below 0.5 will be rounded to the highest or lowest full sign (for example, 54.5 will be rounded to 55, while 54.4 will be rounded to 54. The University has a zero-tolerance policy for "near-success failures", so the only adjustment to the grades awarded by the original proofreaders would be the automatic rounding described above.

Note: Marks Decimal places above or below 0.5 will be rounded to the higher or lower full mark (for example a mark of 54.5 will be rounded to 55, whereas a mark of 54.4 will be rounded to 54. **The University has a policy NOT to condone "near-pass fails" so the only adjustment to marks awarded by the original marker(s) will be the automatic rounding outlined above.**