COURSE DESCRIPTIONS

Faculty	Business school				
Department	Human Resources Management			**NQF level**	8
Course Title	Strategic Human Resources Management	**Code**	**302706**	**Prerequisite**	-
Credit Hours	3 credit Hours	**Theory**	3	**Practical**	-
Course Leader	Dr. Rokaya Albdareen	**email**	rokaya@jadara.edu.jo		
Lecturers	-	**emails**			
Lecture time	**[12-15]** Mon.	**Classroom**	Online	**Attendance**	Full-time
Semester	Second semester/2021-2022	**Production**	2008	**Updated**	18/2/2022

Short Description
This course seeks to introduce the student to the concept of strategic management, its most important characteristics, and how to develop and implement strategies. This course also seeks to introduce the student to the concept of strategic human resource management, its most important objectives, the most important theoretical models that affect it, the difference between strategic human resource management and human resource management, the concept of personnel management, and its most important objectives, and the difference between it and strategic human resource management. This course also aims to introduce the student to the most important human resources strategies, which are represented in the employment strategy, the performance management strategy, the human resources planning strategy, the human resources training, and development strategy, and the compensation strategy granted to human resources, in terms of its concept, and how to build this type of strategies.
Course Objectives
1. Understand and understand the concept of strategic management, strategic human resource management, people management, and the difference between them.
2. Acquiring the skill of building different strategies for human resource management.
3. Identify the most important theoretical models that affect the strategic management of human resources.
4. Identify the most important strategies that can be used in human resource management and the most important stages of its construction.

Learning Outcomes
A. Knowledge - Theoretical Understanding
a1. Explains the concept of strategic management, strategic management of human resources, people management, the difference between them, the most important theoretical models that affect the strategic management of human resources, and the most important strategies that can be used in human resource management.

B. Knowledge - Practical Application
a2. Determines how to integrate human resource management activities, achieving the required alignment between the organization's strategies and human resource management strategies, and develops human resource strategies that will help organizations improve their performance.

C. Skills - Generic Problem Solving and Analytical Skills
b1. compares between the different types of approaches that can be relied upon in building human resource management strategies, the most important types of human resource management and distinguishes between them, and determines how to achieve integration between the organization's general strategy and human resource management strategies.

D. Skills - Communication, ICT, and Numeracy
b2. Selects the most important strategies that can be used in the effective management of human resources, and achieves the required alignment between the general strategy of the organizations and these strategies.

E. Competence: Autonomy, Responsibility, and Context
c1. Selects the appropriate type of management for human resources, and builds appropriate strategies for managing human resources in organizations.

Teaching and Learning Methods
1. Discussing study cases in the classroom. 2. Using brainstorming method in solving problems. 3. Discussion and dialogue. 4. Participatory learning through group assignments in the classroom. 5. Learning through inquiry, and direct learning. 6. Provide homework and group assignments in the classroom.

Assessment Methods
Two semester exams will be held: midterm and final, in addition to homework and classroom assignments, and participation. The overall performance of the student will be evaluated according to the following distribution:

Midterm exam	30%
Assignments and participation	15%
Research paper	15%
Final exam	40%
Total	100%

Course Contents					
Week	Hours	CLOs	Topics	Teaching & Learning Methods	Assessment Methods
1.	3	a1	Strategic management	Discussion and dialogue, learning through inquiry, direct learning.	Classroom participation and oral presentation.

2.	3	a1,a2, b1,b2,c1	Strategic human resource management	Discussing case studies in the classroom, using the brainstorming method to solve problems, discussion and dialogue, and participatory learning through homework and in the classroom.	Case studies, homework, quizzes, class participation.
3.	3	a1,a2, b1,b2,c1	Personnel management	Discussing case studies in the classroom, using the brainstorming method to solve problems, discussion and dialogue, and participatory learning through homework and in the classroom.	Case studies, homework, quizzes, class participation.
4.	3	–	Midterm Exam	-	-
5.	3	a1,a2, b1,b2,c1	People strategy development	Discussing case studies in the classroom, using the brainstorming method to solve problems, discussion and dialogue, and participatory learning through homework and in the classroom.	Case studies, homework, quizzes, class participation.
6.	3	a1,a2, b1,b2,c1	Strategic staffing	Discussing case studies in the classroom, using the brainstorming method to solve problems, discussion and dialogue, and participatory learning through homework and in the classroom.	Case studies, homework, quizzes, class participation.
7.	3	a1,a2, b1,b2,c1	Individual performance strategy	Discussing case studies in the classroom, using the brainstorming method to solve problems, discussion and dialogue, and participatory learning through homework and in the classroom.	Case studies, homework, quizzes, class participation.

8.	3	a1,a2, b1,b2,c1	Human resource planning strategy	Discussing case studies in the classroom, using the brainstorming method to solve problems, discussion and dialogue, and participatory learning through homework and in the classroom.	Case studies, homework, quizzes, class participation.
9.	3	a1,a2, b1,b2,c1	Human resource training and development strategy	Discussing case studies in the classroom, using the brainstorming method to solve problems, discussion and dialogue, and participatory learning through homework and in the classroom.	Case studies, homework, quizzes, class participation.
10.	3	a1,a2, b1,b2,c1	Human resource reward and well-being strategy	Discussing case studies in the classroom, using the brainstorming method to solve problems, discussion and dialogue, and participatory learning through homework and in the classroom.	Case studies, homework, quizzes, class participation.
11.	3	c1	Discussing the assignments	-	-

Infrastructure	
Textbook	1. Armstrong, M. (2021). Handbook of Strategic Human Resource Management. Kogan Page Limited, London, UK. 2. Phillips, J., & Gully, S. (2015). Strategic Staffing, Pearson Education Limited, Harlow, England.
References	1. Gupta, A. (2020). Strategic Human Resource Management, Taylor & Francis Group. 2. Bailey, C., Mankin, D., Kelliher, C., & Garavan, Th. (2018). Strategic Human Resource Management, Oxford University Press, New York, USA. 3. Westover, J. (2014). Strategic Human Resource Management. HCI Press, USA. 4. Al-Dosari, M. (2019). Strategic management of human resources and its role in preparing future leaders, the Arab Organization for Administrative Development, Cairo, Egypt. 5. Al-Anazi, S. (2014). Strategic management of human resources - a global perspective, Al-Yazuri Scientific House, Amman Jordan. 6. Ashmawi, M. (2014). Strategic management in human resource development, United Arab Company for Marketing and Supplies, Cairo, Egypt. 7. Armstrong, M., translated by Wakeel, E. (2009). Strategic management of human resources, Arab Nile Group, Cairo, Egypt.

	8. Ahmed, M. (2009). Strategic Management and Human Resource Development, Dar Al Masirah for Printing and Publishing, Amman, Jordan.
	9. Al-Mursi, J. (2006). Strategic Management of Human Resources: An Introduction to Achieving a Competitive Advantage for the Twentieth Century Organization, University House for Printing, Publishing, and Distribution, Amman, Jordan.
Required reading	1. Armstrong, M. (2021). Handbook of Strategic Human Resource Management. Kogan Page Limited, London, UK. 2. Phillips, J., & Gully, S. (2015). Strategic Staffing, Pearson Education Limited, Harlow, England.
Electronic materials	**Computerized course on the university website (E-Learning).**
Other	**Journals and websites.**

Course Assessment Plan						
Assessment Method	**Grade**	**CLOs**				
		a1	**a2**	**b1**	**b2**	**c1**
First (Midterm)	30	5	10	5	10	
Second (if applicable)	-					
Final Exam	40	10	10	10		10
Coursework	30					
Coursework assessment methods — Assignments	10				10	
Case study	5				5	
Discussion and interaction	5		5			
Group work activities						
Lab tests and assignments						
Presentations	5	5				
Quizzes	5					5
Total	100					

Plagiarism
Plagiarism is claiming that someone else's work is your own. The department has a strict policy regarding plagiarism and, if plagiarism is indeed discovered, this policy will be applied. Note that punishments apply also to anyone assisting another to commit plagiarism (for example by knowingly allowing someone to copy your code). Plagiarism is different from group work in which a number of individuals share ideas on how to carry out the coursework. You are strongly encouraged to work in small groups, and you will certainly not be penalized for doing so. This means that you may work together on the program. What is important is that you have a full understanding of all aspects of the completed program. In order to allow proper assessment that this is indeed the case, you must adhere strictly to the course work requirements as outlined above and detailed in the coursework problem description. These requirements are in place to encourage individual understanding, facilitate individual assessment, and deter plagiarism.