

Course Description Form Human Resources Management

1. Course Name:	
Human Resources Management	
2. Course Code:	
Determined by the scientific department	
3. Semester / Year:	
2025/2026	
4. Description Preparation Date:	
21 /9/2025	
5. Available Attendance Forms:	
In-person + online (when needed)	
6. Number of Credit Hours (Total) / Number of Units (Total)	
3 hours / 3 units	
7. Course administrator's name (mention all, if more than one name)	
Name: M.M. Karrar Ali Al-Ghazi Email: karrar.ali@uowa.edu.iq	
8. Course Objectives	
Course Objectives	<ul style="list-style-type: none"> Educate and provide students with the experience to understand the concept of human resources. Learn how to identify organization workforce needs. Learn how to motivate employees and increase productivity through job satisfaction. Learn how to plan and allocate human resources in line with organizational goals. Learn how to improve employee relations and deal with and resolve conflicts. Prepare students to deal with problems and challenges with personal and practical skills.

9. Teaching and Learning Strategies

Strategy	<ul style="list-style-type: none"> • Deliver theoretical lectures supported by presentation and demonstration tools (Mindomo). • Include classroom discussions and analysis of various case studies. • Prepare educational work projects (short reports and research). • Train individuals or officials on how to deal with and cope with the work of institutions. • Utilize information provided by electronic and library sources
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10. Course Structure

Week	Hours	Required Learning Outcomes	Unit or subject name	Learning method	Evaluation method
1	3	An idea about the stages of development of human resources management	Historical development of human resource management	a lecture	daily
2	3	Understand the concept of HR in organizations, its importance, objectives, strategies and .mission	Human Resources Management and Strategic Planning	a lecture	daily
3	3	Understand the nature of the relationships that govern HR work within organizations	Organizational/Individual Relationships and Retention	a lecture	daily
4	3	Learn about the importance of equal employment regulations and diversity in .organizations	Legal Framework for Equal Employment and Diversity	a lecture	daily
5	3	Learn about job analysis methods, job description	Job Analysis and Design	a lecture	daily

		cards and job .design techniques			
6	3	Gain a clear understanding of the ways and places of employment of individuals in the work .environment	Employment in labor markets	a lecture	daily
7	3	First month exam	First month exam	exam	exam
8	3	Learn how we .select individuals	Human Resources Selection	a lecture	daily
9	3	View training and development plans and programs for employees	Human Resources Training	a lecture	daily
10	3	How to manage, invest and develop experienced people	Talent Management and Development	a lecture	daily
11	3	Learn about employee performance evaluation methods	Performance management and evaluation	a lecture	daily
12	3	Review the rewards system, the details of the concept of variable wages, and methods of paying .compensation	Total Executive Compensation and Bonuses/Variable Pay	a lecture	daily
13	3	Identify and manage the	Employee Benefits Management	a lecture	daily

		characteristics and positives of working individuals			
14	3	Identifying risk levels at work and developing a protection system/measuring and evaluating the level of performance	Risk Management and Occupational Safety/Performance Evaluation System	a lecture	daily
15	3	Second month exam	Second month exam	exam	exam

11. Course Evaluation

Distributing the score out of 100 according to the tasks assigned to the student such as daily preparation, daily oral, monthly, or written exams, reports etc

A. Classroom Preparation and Participation: 10 marks

B. Quizzes: 10 marks

C. Reports and Assignments: 10 marks

D. Monthly Test: 20 marks

E. Final Exam: 50 marks

F. Total = 100 marks

12. Learning and Teaching Resources

Required textbooks (curricular books, if any)	There is no prescribed book.
Main references (sources)	Human Resources Management Al-Salem, Mu'ayyad Saeed, Sale Adel Harhoush.
Recommended books and references (scientific journals, reports...)	Human Resources Management A Brief Guide, Abdul Aziz Omar Barqaba Al-Amoudi. Personnel Management (Human Resources) Between Theory and Practice, Muhammad Musa Ahmad.
Electronic References, Websites	Journals and scientific research on human resources management