

وزارة التعليم العالي والبحث العلمي
جهاز الإشراف والتقويم العلمي
دائرة ضمان الجودة والاعتماد الأكاديمي

استمارة وصف البرنامج الأكاديمي للكليات والمعاهد للعام الدراسي 2025-2024

الجامعة : جامعة شط العرب الاهلية
الكلية /المعهد : الإدارة واقتصاد
القسم العلمي : إدارة الاعمال

تاريخ ملء الملف : 2024/9/1

التوقيع :
اسم المعاون العلمي: د. عبد الله عبد الله
التاريخ : ٢٠٢٤/٩/١

التوقيع :
اسم رئيس القسم : د. عبد الله عبد الله
التاريخ : ٢٠٢٤/٩/١

دقق الملف من قبل
شعبة ضمان الجودة والأداء الجامعي
اسم مدير شعبة ضمان الجودة والأداء الجامعي:
التاريخ : / /

أستاذ الدكتور محمد عبود ظاهر الظلوم
رئيس شعبة ضمان الجودة والأداء الجامعي

مصادقة السيد العميد



مصادقة السيد العميد
د. عبد الله عبد الله

Ministry of Higher Education and Scientific Research

Supervision and Scientific Evaluation Body

Quality Assurance and Academic Accreditation Office

Course Description

Subject: -----Human Recourse Management -----

This course description provides a brief survey of the most important characteristics, expected learning output, showing whether students have made full use the learning opportunities. These characteristics have to be matched with the description of the program.

1. Educational Institution	Shatt Al-Arab University/ College of Management and Economics
2. Department / Center	Business and administration department
3. Course Title /Code	Human Recourse Management BA212
4. Lecturer Name	Dr. Rafid Abdul Jaleel Majid Al Hasen
5. Type of Teaching	Attendance
6. Academic Year /Term	The first course, the second stage
7. Total No. of Teaching Hours	45 hours
8. Date f Preparing this Course Description	1-9-2024

9. Course Objectives Human Recourse Management

a. Providing students with the most important principles and basics of -----.
b.Teaching students how to apply --- Human Recourse Management -----
c. Providing graduates with the necessary knowledge on ----- Human Recourse Management ----- job in organizations.
d. Improving the administrative skills in the field of Human Recourse Management -----.

e. Providing graduates with the skills of education and creative learning.
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10. Course Output, Methodology and Evaluation

(A) Cognitive Objectives

a. Enabling students to acquire knowledge and the art of ---- Human Recourse Management -----.
b. Acquainting students with how to promote their personal knowledge.
c. Helping students to acquire knowledge in the art of ----- Human Recourse Management -----.
d. Enabling students to sharpen their skills in the dynamic work environment.
e. Enabling students to invest their scientific abilities in their working place in the scope of ----- Human Recourse Management -----.
f. Helping students to get the necessary knowledge to solve problems Human Recourse Management -----.

(B) Skill Objectives Related to the Program:

a. Scientific Skills
b. Leadership Skills
c. Skills Related to Administrative Work Challenges

Methods of Teaching and Learning

a. Using already- prepared lectures.
b. Using up-to-date data shows.
c. Homework
d. Adopting group discussions.

Methods of Evaluation

a. Oral tests

b. Monthly tests
c. Daily quizzes
d. Students' Regular Attendance

(C) Sentimental and Value Objectives

a. Realizing ethical objectives.
b. Commitment to university traditions.
c. Compliance with the University Instructions and the Ministry Regulations.
d. Promoting students' personal abilities in educational scopes and how to behave well with others.

Methods of Teaching and Learning

a. Lectures on university instructions.
b. Educational guidance lectures.
c. Continuous directing.
d. Visiting State and private institutions.
e. Showing practical cases.

Methods of Evaluation

a. Daily quizzes.
b. Classroom discussions and commitment to ethics and sublime values.
c. Special marks for class activities.
d. Monthly and quarterly evaluation.

D) General and Qualitative Skills (other skills related to the ability of employment and personal development)

a. Enabling students to acquire the skill and art of Human Recourse Management

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b. Enabling students to apply creative thinking in ----- Human Recourse Management -----.
c. Enabling students to use modern methods of analysis and conclusions.
d. Enabling students to ----- Human Recourse Management -----.

11. Course Structure

We ek	No of Hours	History	Required Learning Output	Title of Subject	Teaching Method	Evaluation
1	2	2024/9/17	understanding the material	Historical development of human resources management	- lectures - case study -discussions	- oral tests -questions
2	2	2024/9/24	understanding the material	Human resources management: concepts, strategies and goals	- lectures - case study -discussions	- oral tests -questions
3	2	2024/10/1	understanding the material	Human resources management as an open system	- lectures - case study -discussions	- oral tests -questions
4	2	2024/10/8	understanding the material	Human resources management jobs	- lectures - case study -discussions	- lectures - case study -discussions
5	2	2024/10/15	understanding the material	Job analysis and design	- lectures - case study -discussions	- lectures - case study -discussions
6	2	2024/10/22	understanding the material	Human needs planning	- lectures - case study -discussions	- lectures - case study -discussions
7	2	2024/10/29	understanding the material	Recruitment (recruitment, selection and appointment)	- lectures - case study -discussions	- lectures - case study -discussions
8	2	2024/11/5	understanding the material	Evaluating employees' performance	- lectures - case study -discussions	- lectures - case study -discussions

9	2	2024/11/12	understanding the material	Training and development of employees	- lectures - case study - discussions	- lectures - case study - discussions
10	2	2024/11/19	understanding the material	Human resources compensation (Wages and incentives)	- lectures - case study - discussions	- lectures - case study - discussions
11	2	2024/11/26	understanding the material	Determine the wage structure	- lectures - case study - discussions	- lectures - case study - discussions
12	2	2024/12/3	understanding the material	Employee motivations	- lectures - case study - discussions	- lectures - case study - discussions
13	2	2024/12/10	understanding the material	Motivating employees	- lectures - case study - discussions	- lectures - case study - discussions
14	2	2024/12/17	understanding the material	Services provided to employees	- lectures - case study - discussions	- lectures - case study - discussions
15	2	2024/12/24	understanding the material	Health, industrial security and work accidents	- lectures - case study - discussions	- lectures - case study - discussions

12. Infrastructure

a. Textbooks	Human Resource Management Dr. Muayyad Al-Salem Dr. Adel Harhoush Saleh
b. References	
c. Recommended books and periodicals (journals, reports, etc.)	Al-Rafidain Magazine Journal of Shatt Al-Arab College of Administrative Sciences Management science journal
d. Electronic references, internet websites, etc	Websites specialized in human rights and democracy

. Curriculum development plan: Adding vocabulary on (Human Resource Management


) to achieve more and more sobriety in the curriculum by a rate not exceeding 5-10%.

13. The Plan of Improving the Course

a. Studying labor market needs.
b. Be informed of the experiences of other countries in the field of -----.
c. Be informed of research work published in national and international journals in the field of --- Human Recourse Management -----.



Dr.rRafid Abd AL-Jalil



Head of Deptment

D.r Zain ALAbidean J. Mohammed