# MINISTRY OF HIGHER EDUCATION AND SCIENTIFIC RESEARCH UNIVERSITY OF BAGHDAD ADMINISTRATION AND ECONOMY BUSINESS MANAGEMENT DEPARTMENT



## **Master of Business Administration Program**

برنامج ماجستير ادارة اعمال - الكورس الاول

First Week- Introduction to HRM.

تاريخ المحاضرة: 19-9-2019

الاستاذ الدكتور غنى دحام الزبيدي

- 1-Concepts & Background
- 2 Important & Responsibly
- **3-New Trends in HRM**
- -Change in the Labor Force
- -High-Performance Work Systems
- -Focus on Strategy
- -Technological Change in HRM

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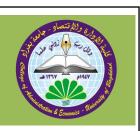
**Second Week- Strategic Human Resources Management** 

تاريخ المحاضرة: 2019-9-26

الاستاذ الدكتور غني دحام الزبيدي

- 1-Components of Strategic Management Process.
- 2-Link Between HRM and Strategic Management Process.
- **3-Role of HRM in Strategic Formulation.**
- 4- Role of HRM in Strategic Implemention.
- **5-HRM Needs in Strategic Types.**
- -Direction Strategies.
- Concentration Strategies.
- -Internal Growth Strategies.
- -Mergers and Acquisitions
- -Downsizing.
- 6- The Role of HR in Providing Strategic Competitive Advantage.

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#### Third Week- Analyzing work and Designing

تاريخ المحاضرة: 1-10-2019-

الاستاذ الدكتور غنى دحام الزبيدي

### 1-Work Flow in Organizations

- -Work Flow Analysis
- -Work Flow Design and an Organization's Structure

### 2-Job Analysis

- -Job Descriptions
- -Job Specifications
- -Job Specifications
- -Sources of Job Information
- -Position Analysis Questionnaire
- -Fleishman Job Analysis System
- -Analyzing Teamwork
- -Importance of Job Analysis
- -Competency Models

### 3-Job Design

**Designing Efficient Jobs** 

Designing Jobs That Motivate

Designing Ergonomic Jobs

Designing Jobs That Meet Mental Capabilities and Limitations