



**Master of Business Administration Program**

برنامج ماجستير ادارة اعمال- الكورس الاول

**First Week- Introduction to HRM.**

تاريخ المحاضرة: 19-9-2019

الاستاذ الدكتور غني 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: 26-9-2019

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 Implementation.**

**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 غني 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