Syrian Arab Republic		الجمهورية العربية السورية
Ministry of Higher Education		وزارة التعليـم العالـــــي
Syrian Virtual University		الجامعة الافتراضية السورية

Course Description: Recent Trends in Human Resource Management

1- Basic Information:

Course Name	Recent Trends In Human Resource Management
Course ID	BHR6012
Contact Hours (Registered Sessions)	24
Contact Hours (Synchronized Sessions)	24
Mid Term Exam	-
Exam	75 min
Registered Sessions Work Load	48
Synchronized Session Work Load	18
Credit Hours	6
Course Level	6

2- Pre-Requisites:

Course	ID
Strategic Human Resource Management	BHR608
Teamwork Management	BHR610

3- Course General Objectives:

This course aims to provide the student with the necessary knowledge about Recent Trends In Human Resource Management. It also aims to understand the concept, importance, advantages and obstacles that face each of those trends in the work: (change Management, eHRM, Learning Organization, employees Empowerment, WLB, Knowledge Workers, Internal Marketing, Competency Management, QWL, Restructuring, Excellence & creativity, Entrepreneurial Leadership). The course also aims to clarify the practices of Human Resource Management associated with these trends.

Intended Learning Outcomes (ILO):

Code	Intended Learning Outcomes
ILO1	The student understands the concept, importance, characteristics, and models of change Management; also he understands the resistance of change, its causes, and strategies for dealing with it.
ILO2	The student understands the concept of electronic management of human resources, its objectives and importance, and the requirements for its application.

ILO3	The student understands the concept and importance of organizational learning, its requirements, organizational learning methods, mechanisms and obstacles, and recognizes the concept of a learning organization and the justifications for switching to a learning organization.
ILO4	The student understands the concept, importance, types, requirements, and dimensions of employee empowerment, and he realizes the advantages and obstacles of implementing employee empowerment.
ILO5	The student understands the concept, importance and dimensions of the balance of personal and work life, and he know about the factors influencing achieving balance between personal and work life, and obstacles to the application of family-friendly work policies.
ILO6	The student knows the concept, importance, and components of intellectual capital; also he recognizes the concept of knowledge work, knowledge workers, knowledge workers competencies, and the most important basic skills of knowledge workers.
ILO7	The student learns about the concept and importance of internal marketing, its objectives, characteristics, dimensions, success factors, and the obstacles that limit the success of applying the internal marketing philosophy.
ILO8	The student learns about the concept and importance of work competencies, the dimensions and types of competency, and he realizes the concept of competency management, its objectives and requirements, and the most important obstacles facing competency management in the organizational environment.
ILO9	The student understands the concept, importance, objectives, and dimensions of the quality of work life, and he learns about the most important obstacles to the quality of work life and ways to improve it.
ILO10	The student understands the concept, importance, objectives, and methods of restructuring, and he realizes the most important effects of restructuring on the survivors.
ILO11	The student learns about the concept, importance, characteristics, and requirements of Excellence performance, he also recognizes the principles of managing excellence, models for excellence, and the concept of creativity.

Syrian Arab Republic		الجمهورية العربية السورية
Ministry of Higher Education		وزارة التعليم العالــــي
Syrian Virtual University		الجامعة الافتراضية السورية

ILO12	The student understands the concept, importance and characteristics of entrepreneurship, also he learns about the concept and definition of entrepreneurial leadership, its dimensions and the most important obstacles to the application of entrepreneurial leadership.

4- **Course Syllabus** (24 hours of total Recorded Sessions , 24 hours of total synchronized sessions)

- **RS:** Recorded Sessions**; SS:** Synchronized Sessions**;**

ILO	Course Syllabus	R S	S S	Type	Additional Notes
ILO1	**Chapter 1**: Change Management	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO2	**Chapter 2**: e HRM	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO3	**Chapter 3**: organizational learning and learning organization	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO4	**Chapter 4** : Employee Empowerment	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO5	**Chapter 5** : Work Life Balance (WLB)	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	

Syrian Arab Republic			**الجمهورية العربية السورية**	
Ministry of Higher Education		SVU	**وزارة التعلــيم العالـــــي**	
Syrian Virtual University		الجامعــة الافتراضيــة السوريــة	**الجامعة الافتراضية السورية**	

ILO6	**Chapter 6**: knowledge workers	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO7	**Chapter 7**: Internal Marketing	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO8	**Chapter 8**: Competency Management	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO9	**Chapter 9**: Quality of Work Life (QWL)	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO10	**Chapter 10 :** Restructuring	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO11	**Chapter 11:** Excellence performance	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	
ILO12	**Chapter 12:** Entrepreneurial Leadership	2	2	☐ Exercises ☐ **Assignments** ☐ **Seminars** ☐ Projects ☐ Practices ☐ Others	

5- Assessment Criteria (Related to ILOs)

ISC	Interactive Synchronized Collaboration		Ex	Exams		Rpt	Reports
PF2F	Presentations and Face-to-Face Assessments		PW	Practice Work			

ILO Code	ILO	Intended Results	Assessment Type				
			ISC	PW	Ex	PF2F	Rpt
ILO1	The student understands the concept, importance, characteristics, and models of change Management; also he understands the resistance of change, its causes, and strategies for dealing with it.	Defines the concept of change Management. Determine the importance of change Management. Determine resistance of change, its causes, and strategies for dealing with it	X	X	X		
ILO2	The student understands the concept of electronic management of human resources, its objectives and importance, and the requirements for its application.	Defining the concept of electronic management of human resources Identify objectives and importance, and the requirements for its application.	X	X	X		
ILO3	The student understands the concept and importance of organizational learning, its requirements, organizational learning methods, mechanisms and obstacles, and recognizes the concept of a learning organization and the justifications for switching to a learning organization.	Defining organizational learning. Determine organizational learning methods, mechanisms and obstacles. Determine the justifications for switching to a learning organization.	X	X	X		
ILO4	The student understands the concept, importance, types, requirements, and dimensions of employee empowerment, and he realizes the	Defining the employee empowerment. Determine types, requirements, and dimensions of employee empowerment. Determine the advantages and	X	X	X		

	advantages and obstacles of implementing employee empowerment.	obstacles of implementing employee empowerment					
ILO5	The student understands the concept, importance and dimensions of the balance of personal and work life, and he know about the factors influencing achieving balance between personal and work life, and obstacles to the application of family-friendly work policies.	Defining work life balance. Determine the factors influencing achieving balance between personal and work life. Determine obstacles to the application of family-friendly work policies	X	X	X		
ILO6	The student knows the concept, importance, and components of intellectual capital; also he recognizes the concept of knowledge work, knowledge workers, knowledge workers competencies, and the most important basic skills of knowledge workers.	Define the concept importance, and components of intellectual capital. Determine the concept of knowledge work, knowledge workers, and knowledge workers competencies. Identify the most important basic skills of knowledge workers.	X	X	X		
ILO7	The student learns about the concept and importance of internal marketing, its objectives, characteristics, dimensions, success factors, and the obstacles that limit the success of applying the internal marketing philosophy.	Knowing the concept and importance of internal marketing. Determine the objectives, characteristics, dimensions, success factors, and the obstacles that limit the success of applying the internal marketing philosophy	X	X	X		
ILO8	The student learns about the concept and importance of work	learns about concept and importance of work competencies. Explain the dimensions and types of competency.	X	X	X		

	competencies, the dimensions and types of competency, and he realizes the concept of competency management, its objectives and requirements, and the most important obstacles facing competency management in the organizational environment.	Understand the concept of competency management, its objectives and requirements, and the most important obstacles facing competency management in the organizational environment				
ILO9	The student understands the concept, importance, objectives, and dimensions of the quality of work life, and he learns about the most important obstacles to the quality of work life and ways to improve it.	Identify concept, importance, objectives, and dimensions of the quality of work life. the most important obstacles to the quality of work life and ways to improve it..	**X**	**X**	**X**	
ILO10	The student understands the concept, importance, objectives, and methods of restructuring, and he realizes the most important effects of restructuring on the survivors.	Understands the concept, importance, objectives, and methods of restructuring. Realizes the most important effects of restructuring on the survivors.	**X**	**X**	**X**	
ILO11	The student learns about the concept, importance, characteristics, and requirements of Excellence performance, he also recognizes the principles of managing excellence, models for excellence, and the concept of creativity.	Defining Excellence performance. Determine characteristics, and requirements of Excellence performance. recognizes the principles of managing excellence, models for excellence, and the concept of creativity	**X**	**X**	**X**	
ILO12	The student understands the concept, importance and characteristics of	Defining entrepreneurship and entrepreneurial leadership. Determine dimensions and the most important obstacles to the	**X**	**X**	**X**	

Syrian Arab Republic		الجمهورية العربية السورية
Ministry of Higher Education		وزارة التعليم العالـــي
Syrian Virtual University		الجامعة الافتراضية السورية

	entrepreneurship, also he learns about the concept and definition of entrepreneurial leadership, its dimensions and the most important obstacles to the application of entrepreneurial leadership.	application of entrepreneurial leadership					

6- Practice Tools:

Tool Name	Description

7- Main References

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الجمهورية العربية السورية		Syrian Arab Republic
وزارة التعلــيم العالـــــي		Ministry of Higher Education
الجامعة الافتراضية السورية		Syrian Virtual University

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