

Bachelor of Science in Human Resource Management

ACCT 117 Introduction to Financial Accounting

This course introduces students to the fundamental principles of financial accounting and its role in business decision-making. It covers the accounting cycle, transaction recording, preparation of financial statements, inventory valuation, management of receivables, and asset accounting. Students will develop skills in interpreting and preparing financial reports for service and merchandising operations, supporting their understanding of how financial information informs HR and organizational practices.

ACCT 213 Intro to Managerial & Cost Accounting

This course provides students with an essential foundation in managerial and cost accounting. It covers the nature of managerial accounting, manufacturing cost classifications, job order and process costing systems, cost behavior, budgeting, performance analysis, and incremental decision-making. Students will learn how accounting information supports organizational planning, controlling, and decision-making processes, preparing them for effective business and HRM decision-making.

BUS 201 Professional Business Speaking

This course develops students' speaking, negotiation, and presentation skills within professional business environments. It focuses on managing meetings, professional discussions, negotiations, and effective communication strategies critical for success in the global workplace. Students learn to adapt language to diverse cultural contexts, apply business communication ethics, and enhance critical reasoning during real-world business interactions.

BUS 202 Professional Business Writing

This course enhances students' ability to write professionally in English across different business contexts. Students will practice writing emails, memos, proposals, reports, and business letters. They will engage in real-world tasks, simulations, and group activities to improve their business writing fluency, style, structure, and vocabulary. The course emphasizes effective written communication for diverse business audiences and purposes, supporting their development as future HR and business professionals.

BUS 232 Management of Organizations

This course introduces students to key management theories, organizational behavior principles, and the functional areas of management including planning, organizing, leading, and controlling. It emphasizes understanding human behavior at individual, group, and organizational levels to prepare students for management roles and organizational citizenship.

BUS 300 Advanced Business Communications

This course builds on professional business writing by developing advanced communication skills critical for professional environments. Students enhance strategic writing and speaking competencies through practical business tasks, including crafting proposals, reports, executive summaries, persuasive communications, and delivering impactful presentations. Special emphasis is placed on cross-cultural communication, leadership messaging, negotiation, and adapting communication styles to different

audiences. The course aims to cultivate autonomy, strategic thinking, and ethical awareness in professional business communication settings.

BUS 306 Legal Environment of Business

This course introduces students to the Saudi legal framework governing business activities, focusing on commercial law, contracts, torts, agency relationships, intellectual property, and regulatory compliance. Students explore how legal issues impact business decisions and strategic operations, with practical exposure through case studies and real-world legal scenarios relevant to the Saudi environment.

BUS 334 Organizational Development and Change

This course provides a comprehensive understanding of organizational change management. Students will learn to identify the need for change, assess options, plan interventions, and implement change initiatives. The course explores key change management theories, organizational diagnosis, overcoming resistance, and leadership strategies for change, with practical applications through real-world case studies.

BUS 336 Operations Management

This course introduces students to the strategic and operational aspects of managing manufacturing and service operations. It covers operations process design, inventory and quality management, supply chain management, and continuous improvement. Students will explore both operational efficiency and strategic alignment, including challenges related to globalization, technology, and sustainability. Practical applications through case studies and projects are emphasized to develop problem-solving and analytical skills.

BUS 430 Strategic Management

This course prepares students to strategically manage organizations in increasingly competitive and globalized environments. It focuses on the processes of environmental scanning, strategy formulation, strategy implementation, and evaluation and control. Students will learn to analyze internal and external organizational factors, develop strategic alternatives, and recommend appropriate strategies that align with ethical and stakeholder considerations. Emphasis is placed on critical thinking, problem-solving, and decision-making skills needed for strategic leadership roles.

BUS 433 Entrepreneurship

This course examines the process of developing and managing new business start-ups. Students will explore the nature of entrepreneurship, innovation, opportunity evaluation, business model design, funding sources, and marketing strategies. Emphasis is placed on building entrepreneurial skills including idea generation, value proposition development, and strategic business planning. Students will work on real-world projects that develop entrepreneurial thinking and teamwork capabilities essential for launching ventures.

BUS 436 Leadership

This course provides a comprehensive exploration of leadership theories, models, and practices essential for organizational success. It examines leadership traits, skills, behaviors, and approaches in different contexts, focusing on effective leadership in diverse and dynamic environments. Students will develop leadership skills and foster ethical and inclusive practices to enhance team collaboration and organizational effectiveness.

ECON 107 Principles of Microeconomics

This course introduces the fundamental principles of microeconomics, focusing on how individuals, businesses, and governments make decisions when faced with limited resources. Students explore key economic concepts such as scarcity, opportunity cost, supply and demand, consumer behavior, production costs, and market structures. Emphasis is placed on applying economic models to real-world business scenarios, analyzing how firms operate under different competitive environments, and understanding how market forces shape business strategies. Through case studies, problem-solving exercises, and applied discussions, students develop critical thinking, decision-making, and ethical reasoning skills essential for effective participation in dynamic economic and business environments.

ECON 203 Principles of Macroeconomics

This course explores the foundations of macroeconomics, emphasizing the relationships among national income, output, unemployment, inflation, and economic growth. Students will study how households, businesses, and governments interact in the broader economy and will analyze the effects of fiscal and monetary policies on economic stability. Using economic models, simple algebra, and graphical tools, students will interpret macroeconomic indicators and policy decisions in both domestic and international contexts.

FIN 220 Foundations of Finance

This course introduces the fundamental principles of finance essential for students pursuing business or HR careers. Students will explore the financial environment, corporate performance analysis, financial planning, capital budgeting, risk-return analysis, time-value-of-money concepts, and valuation of financial assets such as bonds and stocks. It connects finance with economics and accounting disciplines, equipping students with practical tools for sound financial decision-making in corporate environments.

HRMA 340 Human Resource Management

This course provides a comprehensive introduction to Human Resource Management (HRM), offering fundamental knowledge of HRM principles, functions, and practices. It is designed for both HRM majors and business students from other tracks who need a foundational understanding of HRM's role in organizations.

The course covers key HRM functions such as job analysis, recruitment, selection, performance management, training and development, compensation, and employee relations. It focuses on understanding HRM concepts, theories, and frameworks rather than hands-on application, making it relevant to students pursuing various business disciplines.

Students will also explore how HRM is influenced by internal and external environmental factors, including legal, economic, technological, social, and organizational aspects. By gaining insight into HRM's strategic role, students will understand its impact on workforce management and business success in different organizational contexts.

HRMA 341 Labor Market Skills for Business

This course provides students with essential labor market skills required for success in business environments. It focuses on developing self-awareness, productive thinking, time and energy management, communication skills, emotional intelligence, leadership, entrepreneurship, and professional branding.

Students will gain an understanding of workplace expectations, behavioral competencies, and personal development techniques necessary to navigate professional challenges and enhance their employability. The course integrates practical applications through self-assessments, case studies, and hands-on exercises, ensuring students can apply key concepts effectively.

By the end of this course, students will develop strong interpersonal, analytical, and communication skills, preparing them for careers in various business sectors.

HRMA 342 Employment Law & Gov Relations

This course provides students with an in-depth understanding of employment law and regulatory frameworks in the Kingdom of Saudi Arabia. It focuses on the legal rights and obligations of both employers and employees, with a comprehensive exploration of the Saudi Labor and Workers Law, including contracts, wages, working hours, leaves, terminations, workplace discipline, and dispute resolution mechanisms.

The course also covers the Social Insurance Law, including registration procedures, contribution rules, and compliance obligations for employers. Students will gain hands-on exposure to digital labor platforms such as Qiwa, Mudat, Jadarat, Taqat, Tamheer, and Nitaqat, which regulate employment processes and national Saudization policies.

Practical case analysis, group projects, and platform-based activities will prepare students to navigate real-world employment legal frameworks and HR compliance systems in Saudi Arabia.

HRMA 345 Staffing Management

This course provides a comprehensive understanding of staffing and talent acquisition strategies, focusing on workforce planning, recruitment, selection, employee placement, and retention. Students will explore the legal, ethical, and technological considerations in staffing and learn how organizations leverage data-driven hiring decisions and AI in recruitment.

The course covers internal and external recruitment methods, selection techniques, onboarding strategies, and employee retention practices. Through practical assignments, case studies, and role-playing exercises, students will develop key staffing competencies applicable in HR and broader business environments.

By the end of this course, students will have a strong foundation in staffing principles, preparing them to handle real-world recruitment and talent management challenges.

HRMA 347 Compensation & Benefits

This course provides an in-depth understanding of compensation and benefits management, a key component of Human Resource Management (HRM). Students will explore compensation structures, job evaluation methods, pay strategies, total rewards, employee benefits, and performance-based incentives.

The course covers internal alignment, external competitiveness, pay-for-performance models, and legal considerations in designing effective compensation systems. Special emphasis is placed on the strategic role of compensation in talent attraction, motivation, and retention. Additionally, the course examines the impact of technology and artificial intelligence (AI) on compensation decision-making.

By the end of this course, students will be equipped with practical skills to design compensation packages and understand the financial and strategic implications of compensation and benefits policies.

HRMA 440 Employee Relations

This course provides an in-depth understanding of employee relations (ER) and its role in fostering a productive, engaged, and legally compliant workplace. It explores theories of employment relations, workplace diversity, employee engagement, HR policies, internal communication, and conflict resolution.

The course also covers disciplinary procedures, dispute resolution mechanisms, and ethical considerations in employee relations. Students will examine the impact of organizational HR policies on ER, the importance of a strong employee code of conduct, and the role of HR in building effective internal communication strategies.

By the end of this course, students will develop practical skills in managing employee relations, handling workplace conflicts, and creating HR policies that promote fair and ethical treatment of employees.

HRMA 443 Human Resource Development

This course provides students with a strategic and practical foundation in Human Resource Development (HRD), focusing on how organizations enhance performance through learning and development initiatives. Students will explore key HRD concepts such as training needs analysis, learning theories, instructional design, training delivery, and evaluation.

Through assignments like the Training Needs Analysis Project, Kolb Learning Styles assessment, and a full Training Cycle Project, students will gain hands-on experience in designing and evaluating effective learning interventions. The course also emphasizes the role of technology, ROI measurement, and ethics in shaping modern HRD practices.

By integrating theory with application, the course prepares students to contribute meaningfully to the development of people and performance in organizational settings.

HRMA 444 Graduation Project

This course offers students a structured opportunity to synthesize and apply their Human Resource Management knowledge through a capstone graduation project. Designed as an alternative to Cooperative (Co-Op) training, it is intended for students who are unable to complete a formal internship. The project must address a real-world HRM challenge within one or more key functional areas, such as:

١. Staffing and Recruitment
٢. Performance Management
٣. Training and Development
٤. Compensation and Benefits
٥. Employee Relations

Students are expected to use basic qualitative methods (e.g., interviews, focus groups), quantitative approaches (e.g., surveys analyzed in Excel), or a mixed-methods design. The course emphasizes practical problem-solving, professional writing, and evidence-based recommendations tailored to organizational needs.

Rather than requiring complex academic frameworks, the course adopts a consultative orientation—encouraging students to produce applied, actionable outcomes that reflect both HR expertise and workplace relevance.

HRMA 445 Performance Management

This course provides students with a practical and strategic understanding of performance management (PM) as a core HR function. It introduces the full performance management cycle, including goal setting, performance standards, ongoing feedback, performance appraisals, coaching, linking performance to rewards, and ethical and technological considerations.

Students will apply their learning through assignments such as designing KPIs and OKRs, developing appraisal forms, and solving performance-related cases. The course also includes discussions on AI and digital tools in performance evaluation. Emphasis is placed on real-world application, critical decision-making, and aligning individual and organizational performance.

HRMA 447 Special Topics in HRM

This course explores emerging and contemporary topics in Human Resource Management that reflect the rapidly evolving nature of today's workplace. Students will examine key themes such as artificial intelligence and automation in HR, HR analytics and big data, psychological safety, employee experience, hybrid and gig work models, global HRM practices, and the evolving competencies required of HR professionals.

The course combines theoretical insights with applied learning through individual assignments, group projects, and real-world case analyses. Students will evaluate how these developments impact strategic and operational HRM and will be encouraged to develop future-focused solutions. In addition to technical knowledge, the course promotes personal growth through reflective planning, ethical awareness, and engagement with current and future HR challenges.

HRMA 449 Field Experience Specification - Co-Op Training

This module provides students with supervised, hands-on field experience in real organizational settings, enabling them to apply theoretical Human Resource Management knowledge to practice. Through structured workplace exposure, students develop professional skills, ethical awareness, and practical problem-solving abilities while gaining direct insight into HR functions, organizational culture, and workplace dynamics.

MIS 270 Management Information Systems

This course introduces students to the fundamentals of Management Information Systems (MIS) and their strategic role in supporting business operations, decision-making, and competitiveness. It emphasizes the application of IT solutions to real-world business challenges, covering hardware, software, networks, databases, cybersecurity, e-commerce, and system development. Special focus is given to integrating information technology into business functions such as management, HR, accounting, and marketing.

MIS 272 Introduction to AI & Business Analytics

This course introduces students to the essential principles of business analytics and the foundational concepts of artificial intelligence (AI) as applied in business contexts. Students will gain practical experience in basic data handling, descriptive analytics, reporting, and the exploration of AI tools in solving business problems. Emphasis is placed on data-driven decision-making and the responsible, ethical use of AI technologies.

MIS 372 Enterprise Systems

This course provides a comprehensive understanding of Enterprise Resource Planning (ERP) systems and how they integrate core business functions into a unified platform. It explores how enterprise systems support decision-making, improve business processes, and align with organizational strategies. The course covers ERP architecture, implementation challenges, vendor platforms (e.g., SAP, Oracle), and real-life applications of ERP in HR, finance, supply chain, and customer relationship management. Special attention is given to the role of ERP in data-driven HRM.

MRKT 260 Fundamentals of Marketing

This course provides an overview of the fundamental principles of marketing within business environments. Students will explore the marketing environment, customer and business buying behaviors, market segmentation, and the strategic components of the marketing mix. Through real-world examples, projects, and applied exercises, students will develop a strong foundation to support further studies and future practice in marketing and human resources contexts.

STAT 271 Research Skills and Business Statistics

This course introduces business students to foundational statistical and research skills essential for evidence-based decision-making. It covers descriptive and inferential statistics, probability, hypothesis testing, and regression analysis, with an applied focus on interpreting real-world data for business applications. Students will also be introduced to the use of technology and software tools (such as Excel) to support statistical analysis.