Human Resource Management

Basic Course Specification		
Course Title	**Course Code**	**Program on which the course is given**
Human Resource Management	SP 402	Bachelor
Academic Year	**Specialization** (units of study)	**Pre-Requisites**
2020-2021	Theoretical 1hrs ./week Application 3 hrs./week Credit 2 Cr	None

Overall Course Objectives
On completion of the course, students will be able to provide an in-depth understanding of the role and significance of leadership in managing people, including a comprehensive overview of human resource development/management issues, planning and implementation of human resource management policy and techniques; to review and discuss aspects of leadership in the context of modern teams, project and change management principles and techniques, stress and crisis management, motivation theory and approaches, organizational values and ethics, social responsibility, and organizational behaviour in the maritime field.

Course Learning Outcomes. By successful completion of the course each student will be able to:

Topic	Linking to PLOs	Midterm Assessment	12th Week Assessment	Class Activities	Final Exam
1. Understand the main HR functions that are performed in both ports and shipping organizations.	g, k	√		√	
2. Determine the primary responsibilities of an HR department.	g, k	√		√	
3. Identify the impact of human resources on organizations' performance	i	√		√	
4. Develop training plans	j, k		√	√	
5. Apply leadership skills, understand different organizational and motivational theories.	g, k			√	√

Course Content				
Lec./ Week #	**Topic**	**Hrs. #**	**Theoretical**	**Application**
1	Introduction to Human Resource Management.	4	1	3
2	Principles of Human Resource Management	4	1	3
3	Activities of Human Resource Management.	4	1	3
4	Roles and approaches of Human Resource Management.	4	1	3
5	Field and roles of Human Resources and Talent management.	4	1	3

Course Content				
Lec./ Week #	**Topic**	**Hrs. #**	**Theoretical**	**Application**
6	Major functions of Human Resources.	4	1	3
7	**7th week Assessment.**	**4**	**1**	**3**
8	Introduction to leadership.	4	1	3
9	Leadership challenges in business.	4	1	3
10	Theories of leadership.	4	1	3
11	Leadership and management.	4	1	3
12	Revision **12th week Assessment**	**4**	**1**	**3**
13	Risk taking is a critical element of leadership.	4	1	3
14	Team leadership styles	4		3
15	Transaction leadership and situations.	4	1	3
16	**Final Assessment**			
	Total Hours	**60**	**15**	**45**

Teaching & Learning Methods	Facilities Required for Teaching & Learning Methods
Explaining and demonstrating the lesson contents – Delivery of experience - discussing and asking questions to interact with students – solving examples.	White Board& data show

Students Assessment Methods	
Assessment Schedule	
Assessment#1	Week 7
Assessment#2	Week 12
Assessment#3	Week 16

Grading Method		
Midterm Assessment	Written exam	**30%**
12th week Assessment	Written exam	**20%**
Class Activities	Participation – Quiz	**10%**
Final Exam	Written exam	**40%**
Total		**100 %**

Assessment criteria shall meet the standards of the STCW 78 convention ''as amended''; and in the light of the related IMO model courses.

Staff Requirements

Master FG/Ph.D.

List of References

Course Content				
Lec./ Week #	**Topic**	**Hrs. #**	**Theoretical**	**Application**
Course Notes		**Essential Books**		
Lecturer notes		• Bratton, J and J. Gold. Human Resource Management. Theory and Practice. Ed. 5. 2012. The Bath Press, Avon, UK. • Armstrong, M. A Handbook of Human Resource Management Practice. 13thEdition. 2014.		
Recommended Books		**Periodicals and Publications**		
Martin, G. Managing People and Organizations in Changing Contexts. 2006. Elsevier.		IMO model courses.		
Others (websites, e-books…etc)				
• Bennis, W and J. Goldsmith. Learning to Lead. A Workbook on Becoming a Leader. Basic Books.2010. • Bradberry, T. Greaves, J. Leadership 2.0. Talent Smart. 2012				

Accreditation Bodies
*Egyptian Authority for Maritime Safety (EAMS) *European Commission (EC) *ISO (9001 – 2015) DNV-GL* *Central Evaluation and Accreditation Agency Hanover, Germany (ZEVA) *Ministry of Education (KSA) Ministry of Higher Education (Greece)* *Ministry of Higher Education (Oman) *Commission for Academic Accreditation (CAA), Ministry of higher Education (UAE) *University of Plymouth, United Kingdom (dual degree)

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