T-104

Course Specification

هيئة تقويم التعليم والتدريب
Education & Training Evaluation Commission

Course Specification

Course Title:	Electronic of Human Resource Management
Course Code:	HRM-405
Program:	BSBA (HRM)
Department:	Human Resource Management
College:	College of Business Administration/
Institution:	Prince Sattam Bin Abdulaziz University, Al Kharj
Version:	2022 - 2013
Last Revision Date:	21-3-2023

Table of Contents:

A. General information about the course:

Course Identification	
1. Credit hours:	4 (4+0+0)

2. Course type					
a.	University ☐	College ☒	Department☒	Track☐	Others☐
b.	Required ☒	Elective☐			

3. Level/year at which this course is offered:	Fourth Year/ Trimester twelve

4. Course general Description

E-HRM is web-based applications of HR activities such as- implementing HR strategies, policies, and practices in organizations through a conscious and directed support of web-based technology. The course equips HR students with IT knowledge and applications pertaining to Human Resource Management (HRM) with Enterprise Resource Planning System that seamlessly integrates various business modules within the information architecture of any business enterprise.

5. Pre-requirements for this course (if any):

6. Co- requirements for this course (if any):

7. Course Main Objective(s)

E-HRM is web-based applications of HR activities such as- implementing HR strategies, policies, and practices in organizations through a conscious and directed support of web-based technology. The course equips HR students with IT knowledge and applications pertaining to Human Resource Management (HRM) with Enterprise Resource Planning System that seamlessly integrates various business modules within the information architecture of any business enterprise.

This cross-disciplinary course provides a thorough introduction to the field of human resource information system, determining HR Technology, human resource information system implementation, electronic human resource Management system applications and special issues in E-human resource Management.

1. Teaching mode (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1.	Traditional classroom	√	100

No	Mode of Instruction	Contact Hours	Percentage
2.	E-learning		
3.	Hybrid • Traditional classroom • E-learning		
4.	Distance learning		

2. Contact Hours (based on the academic semester)

No	Activity	Contact Hours
1.	Lectures	44
2.	Laboratory/Studio	
3.	Field	
4.	Tutorial	
5.	Others (specify)	
	Total	44

B. Course Learning Outcomes (CLOs), Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
1.0	Knowledge and understanding			
1.1	Understand the development and significance of the concept and theories of Electronic Human Resource Management and Information System		- Lectures - Case study - Problem-based learning	Assignment, Quizzes, Mid – Term, and Final Exam
1.2	Identify various organizational needs for developing e-HRM and Understand the e-HRM at organizational level		- Lectures - Case study - Problem-based learning	Assignments, Quizzes, Mid – Term, and Final Exam
1.3	Understand the applications of Information Technology in various functional areas of HRM		- Lectures - Case study - Problem-based learning	Assignments, Quizzes, Mid – Term, and Final Exam
2.0	Skills			
2.1	Ability to gather background information for building and understanding the e-HRM and information system concept.		- Lectures - Case study -Problem-based learning	Evaluation of the analysis of the case and Assessment of problem solving
2.2	Ability to think various functional fields of e-HRM.		- Lectures - Case study -Problem-based learning	Evaluation of the analysis of the case and Assessment of problem solving
2.3	Ability to identify various Technology		- Lectures - Case study -Problem-based learning	Evaluation of the analysis of the case and

Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
	needs of organization related with IT & HRM.			Assessment of problem solving
3.0	Values, autonomy, and responsibility			
3.1	Demonstrate self management skill and impression management.		Discussion-based lectures Home assignments	Evaluation through discussion in the class.
3.2	Judge to analyze and deal with different personalities at work-place.		Home assignments Group Discussion	Evaluation through discussion in the class.

C. Course Content

No	List of Topics	Contact Hours
1.	**Introduction to e-HRM and HR Information System** Introduction to e-HRM and Information System, Evolution of Strategic HRM, emerging concepts of e-HRM	8
2.	**Determining HR -Technology Needs** e-HR Technology-e-HR Landscape, Theory development on e-HR technology issue, Nature of e-HR Technology, Technology Strategy in e-HR, Technology Frames for HR Managers and Line managers, Technology Frames for Power relations, Relations of domain frames and technology strategy	12
3.	**Implementation** Implementation, integration and maintenance	8
4.	**Applications** HR planning, recruitment & selection, employee Learning, training & development, performance management, Life Cycles.	8
5.	**Special Issues** Future of e-HRM & HR information system and emerging trends in HRM and IT	8
	Total	**44**

D. Students Assessment Activities

No	Assessment Activities *	Assessment timing (in week no)	Percentage of Total Assessment Score
1.	Home Assignment (At least two)	3rd & 8th	%5
2.	Case Study / Class participation / Presentation	6th	%5
3.	Mid Term Examination-I	7th	25%
.4.	Quiz (At least two)	6th & 8th	15%
5.	Final Examination	12th	50%

*Assessment Activities (i.e., Written test, oral test, oral presentation, group project, essay, etc.)

E. Learning Resources and Facilities

1. References and Learning Resources

Essential References	**Stefan Strohmeier**: Research in e-HRM: Review and implications**, Human Resource Management Review 17 (2007) 19–37** **Haag,S.,Cumming, M & Dawkins,J.P**.(2007) Management Information Systems for the Information Age.USA: The Mc Grow-Hill Companies. **Michael Kavanagh & Mohan Thite**. **Human Resource Information Systems,** Sage Publications Inc, 2009. **International Journal of Human Resource Management. ISSN: 0958-5192** **Human Resource Management Journal. ISSN: 0954-5395** **Human Resource Management. ISSN: 0090-4848**
Supportive References	**Tanya Bondarouk(2009)- Edited:**Handbook of Research on E-transformation and Human Resources Management Technologies: Organizational Outcomes and, **ISBN-10 / ASIN:** 1605663042
Electronic Materials	• www.courseHero.com • www.Wickipedia.com • https://scholar.google.com **http://www.ihrim.org**
Other Learning Materials	**Multi media associated with the text book and the relevant websites.**

2. Required Facilities and equipment

Items	Resources
facilities (Classrooms, laboratories, exhibition rooms, simulation rooms, etc.)	Lecture room with capacity at least 25 seats
Technology equipment (projector, smart board, software)	Computer with internet connection and unique data sets for each student depending on the class size.
Other equipment (depending on the nature of the specialty)	n/a

F. Assessment of Course Quality

Assessment Areas/Issues	Assessor	Assessment Methods
Effectiveness of teaching	Students Feedback through survey:	At the end of each academic semester, students' feedback is taken. A survey form entitled, Course Evaluation Survey (CES) provided by NCAAA is administered by Quality & Development Unit regularly using the Survey Monkey portal. In the CES, Q.No.5 to Q.No.9 reflects the students' opinion on the effectiveness of teaching. Further, students can also provide their feedback on the effectiveness of teaching using the open ended questions given at the end of CES.
Effectiveness of students assessment	# Peer-Observation: # Self-Assessment:	1. A senior faculty from the college/department nominated by DC visits the class and observes at least 2-3 classes during the entire semester. Peer observer provides his feedback on a template provided by Deanship of Development & Quality viz. class observation form for developing the teaching learning process.

Assessment Areas/Issues	Assessor	Assessment Methods
		2. At the end of each semester, the course instructor self-reflects his experiences during the semester and prepares the course report, which is discussed at the DC/CC for further improvement
Quality of learning resources	# Conduct of workshop on Teaching Methodology: # Periodical Review of the Teaching Strategies:	1. Each academic year Deanship of Development & Quality conducts various workshops on teaching methodologies and tools and faculty are nominated to attend these workshops 2. The Department council periodically reviews the teaching strategies of individual faculty members mentioned in course specifications and suggest measures for Improvement of Teaching.
The extent to which CLOs have been achieved	# In-house check marking of final Assessment Sheets # External Experts Independent verification and opinion: # Maintaining the Course Portfolio:	1. Check marking by an independent member of teaching staff of a sample of student work 2. Department randomly select the samples of students' work (Exam answer sheets, home assignments etc.) from the faculty course portfolio and

Assessment Areas/Issues	Assessor	Assessment Methods
		send it to the external evaluators already identified by each department 3. Each semester updating the course portfolio by providing samples of all kind of assessment
Other		

Assessor (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify)

Assessment Methods (Direct, Indirect)

G. Specification Approval Data

COUNCIL /COMMITTEE	Supervisor of the department
REFERENCE NO.	
DATE	20 th March 2023