

COURSE DESCRIPTIONS OF DEPARTMENTAL SPECIALIZATION COURSES (BBA)

HUMAN RESOURCE MANAGEMENT (HRM)

HRM 4001: Human Resource Planning and Forecasting

Pre-requisite: BBA 3125

This course introduces the Strategic Planning role that Human Resource professionals now play in organizations. Students will confront the challenges and demands of rightsizing, technological change, corporate repositions, cost containment, productivity improvements, consequences such as relocation and outplacement, and retraining of staffing.

HRM 4002: Performance Appraisal and Management

Pre-requisite: BBA 3125

This course develops students' theoretical perspectives and practical experiences through the learning event by applying different learning methods that the students organize. Students will be able to identify how the performance of organizations is being managed. They will be able to develop the skills of performance management and appraisal, the art of giving and receiving feedback. Finally, they will create a research project on managing performance through Soft Skills.

HRM 4003: Selection and Staffing

Pre-requisite: BBA 3125

This course is designed to expose students to selection and staffing issues. Topics include job analysis, measurement, and legal matters related to staffing, employment testing, interviewing, and selection decision-making strategies.

HRM 4004: Training and Development

Pre-requisite: BBA 3125

The training and development course deals with training and developing employees in the organization. This course highlights the role of training and development in human resource management. It conducts training needs assessment for an organization, assesses, designs, assesses, and implements various methods, techniques, and sources of training. This course evaluates the value of the training once completed from the individual employee and the organization's viewpoint. Despite this, this course discusses trainers' skills and styles, e-learning, and the use of technology in training. In the end, the course provides a very brief idea about training and employee development issues and the future of training and development.

HRM 4005: Labor Law of Bangladesh

Pre-requisite: BBA 3125

The Bangladesh Labor Act, 2006 is one of the fundamental laws for completing this course. Before 2006, the old labor laws were primarily made during the British Colonia regime and Pakistan period, and they were as many as 50 in number. These laws were often outdated, scattered, inconsistent, and often overlapped. Therefore, in 1992, a Labor Law Commission was formed by the Government of the day, which examined 44 labor laws and recommended repealing 27 laws. It prepared a draft Labor Act in 1994. As a result, the 2006 Bangladesh Labor Act is relatively sweeping and progressive. The comprehensive nature of the law can immediately be gleaned from its coverage, such as the conditions of service and employment, youth employment, maternity benefit, health hygiene, safety, welfare, working hours and leave, wages and payment, workers' compensation for injury, trade unions and industrial relations, disputes, labor court, workers' participation in companies' profits, regulation of employment and safety of dock workers, provident funds, apprenticeship, penalty and procedure, administration, inspection, and others.

HRM 4006: Compensation and Benefit Management

Pre-requisite: BBA 3125

Today's HR experts are directors of progress where developing, implementing, and evaluating attractive and effective compensation packages is a must that helps the organization attract and sustain highly qualified employees for an extended period. In addition, they should react to the difficulties activated by new patterns in innovation and technology, expanding government involvement in the

business representative relationship, work environment diversity, and globalization. In such a domain, the future has a place with associations with experts that can bring down work costs, enhance profitability, increase responsiveness to customers' needs, and fabricate employee commitment. This course is intended to build up this ability.

HRM 4007: Industrial Relations Management

Pre-requisite: BBA 3125

This course offers a multidisciplinary, theoretical, and practical introduction to key concepts, processes, practices, and debates associated with employment relationships across industries. In addition, we examine the organizational, institutional, and market contexts that affect employment relations in any industrial society. Adopting a robust and critical approach, our discussions will always seek to provide students with an understanding of the key participants in any industrial relations system – workers, employers, trade unions, employer organizations, and the state – and how they interact, sometimes cooperatively and sometimes in conflict.

HRM 4008: Human Resource Information System (HRIS)

Pre-requisite: BBA 3125

This course provides the student with an understanding of Human Resources Information Systems (HRIS) and how it facilitates the effective management of an organization's human resources. Through a series of hands-on lectures and exercises, students will explore the various components of an HRIS and examine how information can be used to enhance HR functions and the steps required to implement an HRIS. In addition, it covers issues and techniques related to human resource information systems and the integration of technology to create and sustain effective HRM practices that contribute to the effectiveness of organizations.

HRM 4009: Human Resources in Global Business Environment

Pre-requisite: BBA 3125

The course is designed to explore an organization's vision and mission, examine principles, techniques, and organizational and environmental analysis models, and discuss the theory and practice of strategy formulation and implementation, such as corporate governance and business ethics, to develop effective strategic leadership.

HRM 4010: Occupational Health and Safety Management

Pre-requisite: BBA 3125

This course focuses on introducing students to the broad field of occupational health & safety (OHS) management under the conceptual framework of a healthy workplace. Students will learn about hazard recognition, assessment, and control techniques (physical, chemical, biological, ergonomic, and psychosocial) in the context of occupational health and safety legislation. In addition, current issues in OHS and the Environment will be discussed. The goal is to provide a relatively non-technical approach to OHS that applies to students in human resources and those seeking careers in other areas, such as business or health and safety management.

HRM 4011: Organizational Theory and Development

Pre-requisite: BBA 3125

This course deals with the genesis and development of organizational theories comprehensively. This course covers all the different theoretical approaches to organization, starting with classical, neo-classical, and behavioral techniques. It also deals with the theories, practices, and problems of an organization and its environment, function, structure of authority and responsibility, formal and informal organization and social system, organizational behavior, organizational control, research and development, and changing corporate structure.

HRM 4012: Strategic Human Resource Management

Pre-requisite: BBA 3125

This course focuses on the organization's strategy and human resources management program development. This course emphasizes developing a strategic HRM wheel to achieve the organization's strategic goals. The activities and programs of HRM are designed according to the organization's goals, not according to the industry's norms.