

COURSE DESCRIPTIONS OF DEPARTMENTAL SPECIALIZATION COURSES (MBA)

HUMAN RESOURCE MANAGEMENT (HRM)

HRM 6001: Organizational Design and Development

Pre-requisite: MBA 5206

This is a study of HRM where theoretical and practical views are presented in front of students and tested to see their intake on the subject matter efficiently to see how organizations are changing and developing towards their goals.

HRM 6002: Human Resource Planning and Development

Pre-requisite: MBA 5206

This course introduces the strategic planning role of human resource professionals 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 6003: Conflict Management

Pre-requisite: MBA 5206

Leadership and the ability to lead is an essential concept within our world of work. Though It has been studied and analyzed for centuries, it is undoubtedly a complex subject. This challenge is amplified when we look at multicultural environments and global leadership. In recent years, there has been increasing research into the role of cross-cultural leadership. However, the operationalization of leadership differs widely from culture to culture. This course is an attempt to help students understand such diversities and help them cultivate global leadership skills.

HRM 6004: Global Human Resources Management

Pre-requisite: MBA 5206

This course focuses on the strategic aspects of the organization. Managerial issues and problems that affect the organization with far-reaching and long-term implications are dealt with in the light of the organization-environment relationships. This course emphasizes the characteristics and determinants of plan, mission, vision, and goal formulation; critical analysis of the business sector (status and future directions); the forms of competitive tactics, tools, and various types of generic business and corporate strategies; and selected cases.

HRM 6005: Performance Management

Pre-requisite: MBA 5206

The value of an effective performance management system in assisting organizations in defining and achieving short and long-term goals is examined in this course. It clarifies and supports the idea that performance management is a continuous process of planning, facilitating, analyzing, and enhancing individual and organizational performance rather than a one-time supervisory event. The course also emphasizes the necessity of evaluating the efficacy of human resource actions to improve individual and organizational performance.

HRM 6006: Compensation Management

Pre-requisite: MBA 5206

Today's HR experts are directors of progress where the development, implementation, and evaluation of attractive and effective compensation packages must help the organization attract and sustain highly qualified employees for a long time. 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 6007: Occupational Health and Safety Management

Pre-requisite: MBA 5206

Today's HR experts are directors of progress where developing, implementing, and evaluating a healthy, safe, and hazard-free environment is a must, which helps the organization attract and sustain highly qualified employees for an extended period. 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.

HRM 6008: Human Resource Information System (HRIS)

Pre-requisite: MBA 5206

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. 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 6009: Training And Development

Pre-requisite: MBA 5206

Today's HR experts are directors of progress where organization, implementation, and evaluation of T&D must help the organization sustain in the market for a long time. 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 6010: Labor Law of Bangladesh

Pre-requisite: MBA 5206

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 often needed to be updated, 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.