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RE-CERTIFICATION  
**PROVIDER**

**PROVIDER ID: RP8897**

# Human Resource Management

MHR501: Global Human Resources Management Trends

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**Intro Lecture**





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Intro Lecture

# Human Resource Management

GARY DESSLER

ELEVENTH EDITION





## MHRM Syllabus



Course	Credit Hours
<b>1<sup>st</sup> Semester</b>	
<u>MHR501: Global Human Resources Management Trends</u>	3 Credit Hours
<u>MHR502: Staffing, Workforce Planning and Talent Management</u>	3 Credit Hours
<u>MHR503: Training &amp; Development</u>	3 Credit Hours
<u>MHR504: Labor / Law Management Relations</u>	3 Credit Hours
<b>2<sup>nd</sup> semester</b>	
<u>MHR505: Performance Appraisals &amp; Management</u>	3 Credit Hours
<u>MHR506: HRIS, Analytics, Metrics And Problem-Solving In HRM</u>	3 Credit Hours
<u>MHR509: Organizational Behavior (SHRM Bask)</u>	3 Credit Hours
<u>MHRRM512: Research Methodology P1</u>	3 Credit Hours
<b>3<sup>rd</sup> Semester</b>	
<u>MHR508: Change Management, Leadership and HRM Risk Management</u>	3 Credit Hours
<u>MHRM507: Compensation &amp; Benefits Management</u>	3 Credit Hours
<u>MHR510: Health &amp; Safety &amp; Employees Work Experiences</u>	3 Credit Hours
<u>MHRAR512: Applied Research (Thesis) P2</u>	3 Credit Hours





## MHR501: Global Human Resources Management Trends

The course on global human resources management trends provides a comprehensive **overview of the evolving landscape of HR management on a global scale**. It covers key areas such as employee resource groups, the dynamics of hybrid work models, the evolving role of human leadership, the impact of virtual and augmented reality technologies on the future of work, change management strategies, the use of people analytics for informed decision-making, and the increasing focus on diversity, equity. Additionally, the course explores the potential of generative artificial intelligence (AI) in optimizing HR processes and decision-making. These topics reflect the significant trends and challenges that HR professionals face in today's globalized workplace, providing valuable insights for those seeking to advance their knowledge and skills in human resources management.





## Learning Outcomes:

- Global legal environment.
- Country-specific laws on Data security.
- Employee privacy and safety issues Foreign Corrupt Practices Act Human resource information systems Security issues.
- laws that apply outside the United States (MENA & others).
- Global mindset (SHRM Behavioral Competency) Cultural competence.
- Cultural sensitivity.
- Managing a virtual workforce Managing expatriate compensation Relationship management (SHRM Behavioral Competency) Repatriation and career pathing for returning expatriates.
- Valuing diversity within work teams Staffing strategies for multinational organizations Sustainability/responsible management.





## **Course Credit: 3 Credit hours**

- The main material and reference for each course is the textbook mentioned in the course descriptions. Lecture notes and slides are additional resources created by the professor.

### **Suggested Textbook:**

Title 1: "**SHRM-CP**"

Title 2: "**Gary Dessler**"

Author: "**Gary Dessler**"

Publisher: Pearson

Year: 2008





## Course Objectives:

1. Understand the impact of technology on human resource management and the use of e-HR and
2. HRIS (Human Resource Information Systems).
3. Explore the role of everyday HR practices, such as recruitment, training, performance management, and workforce surveys, in driving employee engagement and commitment.
4. Develop change management skills to effectively lead and manage organizational change initiatives.
5. Gain knowledge and strategies for recruiting talent both internally and externally to meet organizational goals.
6. Examine the challenges and best practices in managing international assignments and global HRM (Human Resource Management).
7. Learn how to develop and sustain employee engagement through effective HR practices and engagement initiatives.
8. Understand the importance of organizational culture and its impact on employee behavior and performance.
9. Explore performance management strategies and the role of HR in developing effective performance management systems







## Topics Covered:

1. Introduction to Human Resources Management.
2. Strategic HR Management.
3. The Evolving Role of the Human Resource Professional.
4. Organizational Structure.
5. List the HR challenges / Trends of international business.
6. Illustrate how intercountry differences affect HRM.
7. Discuss the global differences and similarities in HR practices.
8. Explain five ways to improve international assignments through selection.
9. Discuss how to train and maintain international employees.
- 10.++ SHRM- CP ref. topics.







## Section 1.1: Strategic HR Management and Business Trends

### Introduction

#### The Evolving Role of the Human Resource Professional

##### A Historical Perspective of Human Resources

##### HR Today: An Expanded Role Administrative

##### New Competencies for the HR Profession

##### Time Management and the Organization

### Strategic HR Management

#### Stakeholders

#### Strategic Planning Process

#### Strategy Formulation

#### Strategy Development

#### Strategy Implementation

#### Strategy Evaluation

#### Financial Measures

#### Nonfinancial Measures

#### The Balanced Scorecard

### Organizational Structure

#### Functional Structure

#### Product Structure

#### Geographic Structure

#### Front-Back Structure

#### Matrix Structure

### HR Trends

#### Globalization

Keeping Current on Business Trends

Technology for Today's HR Professional

Monitoring the Technological Front

Practice Questions





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**Thank you**

