



Course Description

Institute: Maritime Postgraduate Studies Institute

Program: Masters in Maritime Transport Technology

1- Course Data		
Course Code: MPI 758	Course Title: Human Resources Management	Academic : 3 CHs
Specialization: Ship Operation & Marine Safety	No. of Instructional Units: 13	Course Status: Core

2- Course Aim	This course aims to provide student with adequate skills and knowledge in the human resources functional area in shipping and logistics companies. However, providing an understanding of specialization in shipping and logistics management.
3- Intended Learning Outcome:	
a- Knowledge and Understanding, students will be able to:	<ol style="list-style-type: none"> 1. Analyze the concept of labor or human capital of the organization viewed as an investment versus an operational expense. 2. Examine various models of how human resources management is positioned in the structure of a shipping organization. 3. Development and implementation of human resources strategic plan.
b- Intellectual Skills, students will be able to:	<ol style="list-style-type: none"> 1. Identify and critically analyze issues involved in human resources management in the development of senior Leadership. 2. Interpret critically the roles of human element under the relating international treaties and laws.
c- Professional Skills, students will be able to:	<ol style="list-style-type: none"> 1. Organize shipping companies and have the capabilities to solve human resources disputes. 2. Study human resources rights and obligations 3. Evaluate marine human resources qualifications, training and education. 4. Assess employees performance



d- General Skills, students will be able to:	1. Understand the international legal obligations under ILO and IMO regulations.
4- Course Content	<p>Week No.1 Introduction-The marine human resources Week No.2 Developing and Implementing Strategic HRM Plans</p> <p>Week No.3 Diversity and Multiculturalism Week No.4 Selection of human resources Week No.5 Retention and Motivation Week No.6 Managing Employee Performance Week No.7 7th Week Evaluation Week No.8 IMO- STCW Convention Week No.9 IMO- STCW Convention Week No.10 ILO- MLC convention Week No.11 ILO- MLC convention Week No.12 12th Week Evaluation Week No.13 ILO- Conventions and recommendations Week No.14 ILO- Conventions and recommendations Week No.15 Final Evaluation</p>
5- Teaching and Learning Methods	A mixture of lectures, tutorials, exercises, and case studies are used to deliver the various topics in this subject, some of which are covered in a problem-based format, thereby enhancing the learning objectives. Others are covered through directed study in order to enhance the students' ability of "learning to learn."
6- Teaching and Learning Methods for Students with Special Needs	A mixture of lectures, tutorials, exercises, and case studies are used to deliver the various topics in this subject, some of which are covered in a problem-based format, thereby enhancing the learning objectives by using Office hours and Additional Follow up.
7- Student Assessment:	
a- Procedures used:	<ol style="list-style-type: none"> 1. Participation 2. Assignments 3. Presentations 4. Case Study 5. Quiz 6. Written Exams 7. Workshop
b- Schedule:	Assessment (1) Mid Assessment (2) 12 th Assessment (3) 15 th .



c- Weighing of Assessment:	7 th Week Examination , 12 th Week Examination , Final-term Report Writing , Oral seminar exam , Practical Examination , Semester Work , Total 100%
8- List of References:	
a- Course Notes	<ul style="list-style-type: none"> • Power point slides of lectures • Documents such as reports, case studies
b- Required Books (Textbooks)	(SAYLOR ACADEMY OPEN TEXTBOOKS), "Human resources management" viewed on the following web address: http://www.saylor.org/books/
c- Recommended Books	ILO Maritime Labour convention (2006) IMO- Standards of training certification, Watch- keeping for seafarers (1978) as amended
d- Periodicals, Web Sites, ..., etc.	www.ilo.org www.imo.org

Vice Dean for Educational Affairs
Name & Signature:
Date: 12/3/2016

Institute Dean
Name & Signature:
Date: 12/3/2016