

List of Courses and Study Scheme
Master in Human Resource Management and Organization
School of Business and Economics
Universiti Putra Malaysia

No	Course Code	Course Name	Credit	Course Synopsis
1	FIN5111	Financial Management (Core-YW)	3(3+0)	This course covers the concept of time value of money, risk and return on investment. It also emphasizes the preparation of capital budgeting for efficient and more organized corporate financial planning.
2	MGM5101	Behavioural Management in Organisation (Core-YW)	3(3+0)	The course covers the effects of individual, group, and organization factors on work behavior and individual performance. The effects of these factors on organizational effectiveness are also emphasized.
3**	MGM5115	Case Development and Analysis (Core-YW)	3(3+0)	This course includes an introduction to the concepts and processes required to build a case study. Skills in writing and analyzing business case studies are emphasized.
	MGM5116	Business Research Application (Core-YW)	3(3+0)	This course covers both quantitative and qualitative research methods. Emphasis is given to identifying and debating research problems, establish framework and research design.
4	MGM5120	Strategic Human Resource Management and Organizational Behaviour	3(3+0)	This course encompasses the need to have a comprehensive understanding of the strategic human resource management that leads to organizational sustainability. Process in the functions of human resources management is emphasized.
5	MGM5312	Leadership and Organizational Change (Core-YW)	3(3+0)	This course encompasses the core competencies of transformational leadership to face the future challenges and to create a sustainable competitive advantage. The ability to execute a planned change process in an ambiguous environment is also emphasized.

6	MGM5313	Employee Wellbeing and Occupational Safety (Core-YW)	3(3+0)	The course encompasses factors and strategy in designing effective monetary and non-monetary rewards to achieve organization goals. Aspects of health and safety programs that will be able to support the achievement of employee wellbeing are also emphasized.
7	MGM5314	Industrial Relations (Core-YW)	3(3+0)	This course encompasses issues within industrial relation management involving employers, employees, and trade unions. Aspects in establishing harmonious industrial relations and the roles of employers in avoiding disputes are emphasized
8	MGM5315	Talent Acquisition (Core-YW)	3(3+0)	This course encompasses the link between organizational and HR strategies and tools needed for effective HR planning, recruitment, and selection. Aspects of the strategic planning process, recruitment techniques, and selecting the right employees to achieve organization strategic goals are also emphasized.
9	MGM5316	Contemporary Issues in Global Human Resource (Core-YW)	3(3+0)	This course encompasses an understanding of the current issues relevant in managing human resources and talent in global businesses. Aspects of the agility and sustainability in the global businesses are also emphasized.
10	MGM5317	Talent Development (Core-YW)	3(3+0)	This course covers the theoretical applications and key roles of talent development in an organization to effectively manage change. Employee training and development, performance management, and talent career development are also emphasised.
11	MGM5938	Seminar in Human Resources Management and Organization (Core-YW)	1(0+1)	This course covers the presentation from dissertation in front of industry practitioner and lecturers. Scientific presentation techniques and ethical feedback are emphasized.

12	MGM5318	Organization Dispute Resolution (Elective-ELF)	3(3+0)	This course encompasses identifying disputes issue faced by managers and various stakeholders in organizations. Processes and methods in alternative dispute resolutions in the organization are emphasized
13	MGM5998	Research Project (Core-YW)	6(0+6)	This course covers the application of theory and practical for preparation of research report in human resource and organization management. Research related to current issue and trend is emphasized

SBE UPVM

Study Scheme for Master in Human Resource Management and Organization

First Trimester			
Course Code	Course Name	Credit Hour	Status
FIN5111	Financial Management	3(3+0)	Core (YW)
MGM5101	Behavioural Management in Organisation	3(3+0)	Core (YW)
MGM5115 **MGM5116**	Case Development and Analysis Business Research Application	3(3+0)	Core (YW)
MGM5120	Strategic Human Resource Management and Organizational Behaviour	3(3+0)	Core (YW)
MGM5312	Leadership and Organizational Change	3(3+0)	Core (YW)
Total credits for Semester 1		15	
Second Trimester			
Course Code	Course Name	Credit Hour	Status
MGM5313	Employee Wellbeing and Occupational Safety	3(3+0)	Core (YW)
MGM5314	Industrial Relations	3(3+0)	Core (YW)
MGM5315	Talent Acquisition	3(3+0)	Core (YW)
MGM5316	Contemporary Issues in Global Human Resource	3(3+0)	Core (YW)
MGM5317	Talent Development	3(3+0)	Core (YW)
MGM5998	Case Study/Research Project (Proposal)		
Total credits for Semester 2		15	
Third Trimester			
Course Code	Course Name	Credit Hour	Status
MGMXXX	Elective 1	3(3+0)	Elective (ELF)
MGMXXX	Elective 2	3(3+0)	Elective (ELF)
MGM5938	Seminar in Human Resources Management and Organization	1(0+1)	Core (YW)
MGM5998	Case Study/Research Project	6(0+6)	Core (YW)
Total credits for Semester 3		13	
TOTAL CREDITS		43	

Students are required to register for either **MGM5115 or **MGM5116**, depending on the type of research they have selected.