



**Ministry of Higher Education and Scientific
Research
Scientific supervision and evaluation device
Department of Quality Assurance and
Academic Accreditation
Accreditation Department**

Academic program and course description guide

Course description form

1. Course name					
Quality management					
2. Course code					
3. Semester/year					
First / 2025 - 2026					
4. The date this description was prepared					
25/12 /2025					
5. Available forms of attendance					
In-person lectures					
6. Number of study hours (total)/number of units (total)					
Hour 30/ 2 units					
7. Name of the course administrator (if more than one name is mentioned)					
Name: Lecturer Dr. Labeeb Ali Hussein					
Email: labeeb@uowasit.edu.iq					
8.Course objectives					
Objectives of the student subject		• Students' understanding of the areas of benefit from quality management in administrative processes. • Developing students' skills in the areas of mathematical applications in the areas of quality management. • Developing students' awareness and skills regarding non-quantitative areas of quality management that contribute to developing the reality of administrative practices.			
9. Teaching and learning strategies					
The strategy		• Combining theoretical and applied lectures with participatory education Class and extracurricular. • Using quantitative and non-quantitative methods and methods that help in making decisions within production and service organizations. • Developing skills to think logically in finding solutions to quantitative problems related to the subject.			
10. Course structure					
the week	hours	Required learning outcomes	Name of the unit or topic	Learning method	Evaluation method

the first	2	Quality, competitiveness and customers . Understanding and building the quality chains . Managing quality. Quality starts with understanding the needs. Quality in all functions.	Understanding quality	Lecture and problem solving	Test and discuss
the second	2	Early TQM frameworks. Quality award models. The four Ps and three Cs of TQM – a model for TQM & OpEx.	Models and frameworks for Total Quality Management	Lecture and problem solving	Test and discuss
the third	2	The Total Quality Management approach. Commitment and policy. Creating or changing the culture. Effective leadership. Excellence in leadership.	Leadership and commitment.	Lecture and problem solving	Test and discuss
the fourth	2	Integrating TQM into the policy and strategy . The development of policies and strategies.	Policy, strategy and goal deployment .	Lecture and problem solving	Test and discuss
Fifth	2	Design, innovation and improvement . The design process . Quality function deployment (QFD) – the house of quality. Specifications and standards. Design quality in the service sector . Failure mode, effect and criticality analysis (FMECA). The links between good design and managing the business.	Design for quality.	Lecture and problem solving	Test and discuss
Sixth	2	Performance measurement and the improvement cycle. Costs of quality. The process model for quality costing. A performance measurement framework (PMF). The implementation of performance measurement systems.	Performance measurement frameworks.	Lecture and problem solving	Test and discuss

Seventh	2	Frameworks for self-assessment . Methodologies for self-assessment. Capability Maturity Model Integration (CMMI) assessments . Securing prevention by audit and review of the management systems. Internal and external management system audits and reviews.	Self-assessment, audits and reviews.	Lecture and problem solving	Test and discuss
Eighth	2		the first exam		
Ninth	2	The why and what of benchmarking. The purpose and practice of benchmarking. The role of benchmarking in change. Communicating, managing stakeholders and lowering barriers. Choosing benchmarking-driven change activities wisely. A framework for organizational change.	Benchmarking and change management.	Lecture and problem solving	Test and discuss
The tenth	2	Process redesign, re-engineering and lean systems. Re-engineering the organization? What is BPR and what does it do? Processes for redesign. BPR – the people and the leaders.	Process redesign/engineering.	Lecture and problem solving	Test and discuss
The tenth eleventh	2	Why a quality management system? Quality management system design and ISO 9000. Quality management system requirements. Other management systems and models.	Quality management systems.	Lecture and problem solving	Test and discuss
twelveth	2	Approaches, methodologies and tools. The 'DRIVER' framework	Continuous improvement – the basics.	Lecture and problem	Test and discuss

		for continuous improvement. The need for data and some basic tools and techniques. Statistical process control (SPC).		solving	
Thirteenth	2	The need for teamwork. Running process management and improvement teams. Teamwork and action-centred leadership. Stages of team development. Personality types and the MBTI. Interpersonal relations – FIRO-B and the elements.	Culture change through teamwork.	Lecture and problem solving	Test and discuss
fourteenth	2	TQM and the management of change. Planning the implementation of TQM. Change curves and stages . Using consultants to support change and implementation. Sustained improvement.	Implementing TQM.	Lecture and problem solving	Test and discuss
Fifteenth	2		Second exam	Learning method	Test and discuss

3 .Course evaluation

The grade is distributed out of 100 according to the tasks assigned to the student, such as daily preparation, daily, oral, monthly and written exams, reports, etc., and is distributed as follows:

The pursuit score is 40, divided into 20 marks for daily exams and attendance, 10 for the first month's exam, and 10 for the second month's exam.

4. Learning and teaching resources

Required textbooks (methodology, if any)	1- total quality management and operational excellence text with cases fifth e d i t i o n john s. oakland © 2022 john s. oakland 2- total quality management fifth edition dale h. besterfield professor emeritus, southern illinois university carol besterfield-michna glen h. besterfield
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	associate professor, university of south florida mary besterfield-sacre associate professor, university of pittsburgh hemant urdhwareshe director, institute of quality and reliability fellow, american society for quality rashmi urdhwareshe director, automotive research association of india copyright © 2019 pearson india education services p ltd 3- total quality management (tqm) principles, methods, and applications sunil luthra, dixit garg, ashish agarwal, and sachin k. mangla first edition published 2021 by crc press
Main references (sources)	
Recommended supporting book and references (scientific journal reports(....	International Standard ISO 9000 International Standard ISO 9001 International Standard ISO 19011 Quality Auditing
Electronic references, Internet sites	

Course Description Form / Master of Business Administration Program

1. Course name					
Human Resources Management					
2. Course code					
3. Semester/year					
First semester 2025-2026					
4. The date this description was prepared					
September 2025					
5. Available forms of attendance					
My presence					
6. Number of study hours (total)/number of units (total)					
45 hours / 3 units					
7. Name of the course administrator (if more than one name is mentioned)					
assistant professor. Kamal Alwan Mohsen kalwa@uowasit.edu.iq					
1. Course objectives					
1. Demonstrate a comprehensive understanding of all aspects of human resource management knowledge and related terminology. 2. Communicate effectively and professionally in the workplace. 3. Evaluate management issues and practices from an ethical and global perspective. 4. Demonstrate the research and analytical skills necessary to solve human resource management problems. 5. Review the role of human resources in achieving competitive advantage for business organizations.					Objectives of the study subject
2. Teaching and learning strategies					
1. Students will have the required knowledge in human resource management. 2. Students will demonstrate critical awareness of current issues in human resource management. 3. Students will demonstrate effective use of written communication skills and tools. 4. Students will communicate effectively in oral presentations. 5. Students will learn about the perspectives and challenges related to research ethics. 6. Students will have the opportunity to develop a research/proposal including objectives, methodology and literature review.					The strategy
3. Course Structure					
Evaluation method	Learning method	Unit or subject name	Required Learning Outcomes	Hours	Week
Participation, discussion and direct questions	Attendance in the classroom	Introduction to Human Resource Management (Human Resources Basics(		3	the first
Participation, discussion and direct questions	Attendance in the classroom	Human Resources Planning (Job Analysis and Description((		3	the second
Participation, discussion and direct questions	Attendance in the classroom	Recruitment (Recruitment and Selection((		3	the third
Participation, discussion and direct questions	Attendance in the classroom	Training (Resource Development))		3	the fourth

Participation, discussion and direct questions	Attendance in the classroom	Human Resources Performance Evaluation		3	Fifth
Participation, discussion and direct questions	Attendance in the classroom	Compensation System (Wages, Incentives, Insurance)		3	sixth
Participation, discussion and direct questions	Attendance in the classroom	Human Resources Maintenance (Safety and Security of Resources)		3	Seventh
Participation, discussion and direct questions	Attendance in the classroom	Human Resources Management Strategy		3	Eighth
Participation, discussion and direct questions	Attendance in the classroom	International Human Resources Management (Globalization of Resources)		3	Ninth
Participation, discussion and direct questions	Attendance in the classroom	Human Relations and Human Resources Management (Morale)		3	The tenth
Participation, discussion and direct questions	Attendance in the classroom	Human Capital and Value Added Management (Investment in Human Resources)		3	eleventh
Participation, discussion and direct questions	Attendance in the classroom	Talent Management (Human Assets)		3	twelfth
Participation, discussion and direct questions	Attendance in the classroom	Knowledge Management and Human Resources Information		3	Thirteenth
Participation, discussion and direct questions	Attendance in the classroom	Technology and Human Resources Management (Digital Human Resources)		3	fourteenth
Participation, discussion and direct questions	Attendance in the classroom	Human Resources Management Ethics (Ethical Responsibility)		3	Fifteenth

4. .1 Course evaluation

The grade is distributed out of (100) according to the tasks assigned to the student, such as participation, discussion, monthly tests, preparing weekly research papers and scientific articles in the Human Resources Department.... It is distributed as follows:

- 1- The effort grade out of (40) is divided into 25 written test grades, (15) grades for the tasks assigned to the student, such as preparing a research paper 5, a scientific article 5, and participation and scientific discussion 5
- 2- The final semester exam grade out of (60)

5. .5 Learning and teaching resources

There is no	Required textbooks (methodology, if any)
Human Resource Management at Work , Marchington, Donnelly and Kynighou / 2021 fundamentals of Human Resourc Management . , Noe. Hollenbeck , Gerhart . Wright / 2016	Main references (sources)
Modern trends and roles in human resources management / . Magdy Sharara / 2019	Recommended supporting books and references (scientific journals, reports....)
	Electronic references, Internet sites



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Academic program and course description guide

Course description form

1. Course name					
Production and operations management					
2. Course code					
3. Semester/year					
The second / 2025-2026					
4. The date this description was prepared					
3/2/2025					
5. Available forms of attendance					
In-person lectures					
6. Number of study hours (total)/number of units (total)					
Hour 45/3 units					
7. Name of the course administrator (if more than one name is mentioned)					
Name: Assistant Professor Dr. Saad Musa Mahmeed Email: s.mahmeed@uowasit.edu.iq					
8. Course objectives					
Objectives of the study subject		• Students' understanding of the areas of benefit from production management and administrative processes • Developing students' skills in the areas of mathematical applications in the field of production and operations management • Developing students' awareness and skills regarding areas of non-quantitative processes that contribute to developing the reality of administrative practices.			
9. Teaching and learning strategies					
The strategy		• Combining theoretical and applied lectures with participatory education Class and extracurricular. • Using quantitative and non-quantitative methods and methods that help in making decisions within production and service organizations. • Developing skills to think logically in finding solutions quantitative problems related to the subject.			
10. Course structure					
the week	hours	Required learning outcomes	Name of the unit or topic	Learning method	Evaluation method
the first	3	Understand the basics of production and operations management	USING OPERATIONS TO CREATE VALUE	Lecture and problem solving	Test and discuss
the second	3	Definition of business strategies	PROCESS STRATEGY	Lecture and problem	Test and discuss

			AND ANALYSIS	solving	
the third	3	Continuous Improvement Using a Lean Systems Approach	Lean production system	Lecture and problem solving	Test and discuss
the fourth	3	Determine the required energy level	CAPACITY PLANNING	Lecture and problem solving	Test and discuss
Fifth	3		Managing Bottlenecks in Manufacturing Processes	Lecture and problem solving	Test and discuss
Sixth	3	PROJECT MANAGEMENT		Lecture and problem solving	Test and discuss
Seventh	3	Demand forecasting	Understand the role of forecasting in production	Lecture and problem solving	Test and discuss
Eighth	3	the first exam	the first exam		
Ninth	3	INVENTORY MANAGEMENT	Understanding the role of inventory strategies in reducing costs	Lecture and problem solving	Test and discuss
The tenth	3	OPERATIONS PLANNING AND SCHEDULING	Internal arrangement of the factory	Lecture and problem solving	Test and discuss
The tenth eleventh	3	RESOURCE PLANNING	Knowledge of short-term and long-term planning	Lecture and problem solving	Test and discuss
twelveth	3	SUPPLY CHAIN DESIGN		Lecture and problem solving	Test and discuss
Thirteenth	3	SUPPLY CHAIN LOGISTICS NETWORKS	Introduction to the MRP requirements planning system	Lecture and problem solving	Test and discuss
fourteenth	3	Understand and implement the MRP system	MRP system calculations using the equivalent batch size of production	Lecture and problem solving	Test and discuss
Fifteenth	3	Second exam	Second exam	Learning method	Test and discuss

11. Course evaluation

The grade is distributed out of 100 according to the tasks assigned to the student, such as daily preparation, daily, oral, monthly and written exams, reports, etc., and is distributed as follows:

The pursuit score is 40, divided into 20 marks for daily exams and attendance, 10 for the first month's exam, and 10 for the second month's exam.

12. Learning and teaching resources

Required textbooks (methodology, if any)	
Main references (sources)	1– Operations Management Processes and Supply Chains THIRTEENTH EDITION Lee J. Krajewski • Manoj K. Malhotra 2022 2– Operations Management THIRTEENTH EDITION William J. Stevenson Saunders College of Business Rochester Institute of Technology 2018
Recommended supporting books and references (scientific journals, reports(....	3– Production and operations management Author: A. Dr.. Abdul Karim Mohsen Author: A. Dr.. Sabah Majeed Al-Najjar 4– Production and operations management Author: A. Dr.. Nagham Ali Al-Sayegh
Electronic references, Internet sites	

Course Description Form

1. Course Name:					
Master of Marketing Management					
2. Course Code:					
3. Semester / Year:					
Master of Business Administration Preparatory Year/first semester					
4. Description Preparation Date:					
4/2/2026					
5. Available Attendance Forms:					
presence					
6. Number of Credit Hours (Total) / Number of Units (Total)					
45 hours 30 units					
7. Course administrator's name (mention all, if more than one name)					
Name: Ass. Professor PhD. Muaamar Aqeel Alzubaidi Email: muamarageel.ma@gmail.com					
8. Course Objectives					
Course Objectives		Preparing students scientifically, professionally and culturally, and enabling them to know facts, concepts, and administrative and marketing theories. Enabling students to apply scientific methods in addressing administrative and professional problems and situations			
9. Teaching and Learning Strategies					
Strategy	1-Students should be able to adopt scientific thinking methods in confronting problem 2- Adopting systematic thinking methods that are compatible with the form and cont of available knowledge 3- Employing different cognitive, administrative and marketing skills in similar situations				
10. Course Structure					
Week	H ou rs	Required Learning Outcomes	Unit or subject name	Learning method	Evaluation method
1st.	3		Marketing concepts	In-person education	Quiz, discussions
2nd.	3		Marketing system	In-person education	Quiz, discussions
3rd.	3		Marketing system	In-person education	Quiz, discussions
4th.	3		consumer's behavior	In-person education	Quiz, discussions

5 th .	3		consumer's behavior	In-person education	Quiz, discussions
6 th .	3		Market segmentation	In-person education	Quiz, discussions
7 th .	3		Market segmentation	In-person education	Quiz, discussions
8 th .	3		Promotion	In-person education	Quiz, discussions
9 th .	3		Promotion	In-person education	Quiz, discussions
10 th .	3		Pricing	In-person education	Quiz, discussions
11 th .	3		Pricing	In-person education	Quiz, discussions
12 th .	3		Commodity marketing	In-person education	Quiz, discussions
13 th .	3		Commodity marketing	In-person education	Quiz, discussions
14 th .	3		purchase management	In-person education	Quiz, discussions
15 th .	3		purchase management	In-person education	Quiz, discussions

11. Course Evaluation

Distributing the score out of 100 according to the tasks assigned to the student such as daily preparation, daily oral, monthly, or written exams, reports etc

Annual pursuit of 40% grade divided as follows:

Monthly exams are 20% for two months

Daily and quizzes 10%

Reports submitted 5%

Workshops and participations 5%

Finally, the final written exam is 60%.

Total 100%

12. Learning and Teaching Resources

Required textbooks (curricular books, any)	/
Main references (sources)	Contemporary Marketing Book by Philip Kotler 2007/ Marketing Management Book Contemporary Concepts by I Saadoun Jatheer and others
Recommended books and references (scientific journals, reports...)	Contemporary Marketing Management book by Dr. Basem Al-Humairi
Electronic References, Websites	Various marketing websites such as https://www.seo-ar.net/?p=15683

Course description form

1. First Course Name: Financial Management	
2. Course code: none	
3. Academic year: Third / semester: second	
4. Date this description was prepared: 2, 2, 2025	
5. Available attendance type: Full personal attendance	
6. Number of study hours for the subject: 45 hours	
7. Professor Name of subject teaching:	
Asst. Prof. Dr. Muhammad Shihab Ahmed mshhab@uowasit.edu.iq	
8. Course objectives	
- The course aims to focus on the concept of financial management and its models and identify its main theories and decisions. - Identify the concept of financial management, markets, and financial institutions. - Clarifying the concept of financial statements and financial analysis. - The concept of financial structure.	Objectives of the subject
9. Teaching and learning strategies	
In addition to introducing the student to the concept of financial management and its models, the teaching and learning strategy focuses on providing realistic examples to gain mathematical experience to address financial problems in the labor market.	The strategic goals

10. Course structure

Evaluation Method	Learning Method	Name of the Unit or Topic		Hours Number	The Week
Scientific posts + Quizzes	Direct live (person)	Concept, objectives, decisions, financial management:		3	1
Scientific posts	Direct live (person)	The concept of the financial manager, tax abatement and savings, the tax environment.		3	2
Scientific posts + Quizzes	Direct live (person)	Financial institutions: concept, legal forms of investment companies		3	3
Scientific posts	Direct live (person)	Financial institutions: types of banks + The concept of securities:		3	4
Scientific posts + Quizzes	Direct live (person)	Financial statements: balance sheet, income statement & Cash Flow Statement		3	5
Scientific posts	Direct live (person)	Concept: cash flows, financial ratios		3	6
Scientific posts + Quizzes	Direct live (person)	The concept of financial ratios and financial analysis		3	7
The First Attendance Exam	Direct live (person)	The First Attendance Exam		3	8
Scientific posts + Quizzes	Direct live (person)	The concept of the theoretical aspect of the financing structure		3	9
Scientific posts	Direct live (person)	The concept of the practical aspect of financing structure		3	10
Scientific posts + Quizzes	Direct live (person)	Theoretical concept / investment portfolio		3	11
Scientific posts	Direct live (person)	Practical concept / investment portfolio		3	12
Scientific posts + Quizzes	Direct live (person)	Dividend policy concept		3	13
Scientific posts	Direct live (person)	Dividend policy theories		3	14
The Second Attendance Exam	Direct live (person)	The Second Attendance Exam		3	15

11. Course evaluation

Distribution of the grade out of 100 according to the tasks assigned to the student, such as daily preparation, daily, oral, monthly, written exams, reports, etc.

The annual pursuit grade if the subject is theoretical is 40 marks

10 marks	10 marks	20 marks	
First-Month Exam	Second-Month Exam	Duties and tasks assigned + attendance	
100 marks	60 marks	40 marks	
The Final Grade	The Final Exam	Annual pursuit degree	

12. Learning and teaching resources

Financial Management / Professor Dr. Muhammad Ali Al-Amiri	Required textbooks (methodology, if any)
Principles of Managerial Finance by Gitman, Lawrence J._ Zutter, Chad, 2015.	Recommended supporting books and references (scientific journals, reports....)
https://kandankilmu.org/2020/09/04/e-book-principles-of-managerial-finance-by-gitman-lawrence-j-zutter-chad/	Electronic references, Internet sites



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Academic program and course description guide

Course description form

1. Course name					
Crisis management Master of Business Administration					
2. Course code					
3. Semester/year					
The second / 2024/2025					
4. The date this description was prepared					
5/2/2025					
5. Available forms of attendance					
In-person lectures					
6. Number of study hours (total)/number of units (total)					
Hour 45/2 units					
7. Name of the course administrator (if more than one name is mentioned)					
Name: Dr Mazin Abbaas kadhim al mayahy Email: mabbas@uowasit.edu.iq					
8. Course objectives					
Objectives of the study subject		•Introducing students to the concept of crisis management and its importance. - •Introducing students to the concept, importance and objectives of crisis management and informing them of the historical development of crisis management. - •Introducing students to how to evaluate crises, the humanitarian aspects of strategic alliances for crisis management, and what their social responsibility is. - •Introducing students to the essential factors of crisis management. • Stages of crisis decision making. And planning for crisis management.			
1. Teaching and learning strategies					
The strategy		Combining theoretical and applied lectures with classroom and extracurricular participatory education.			
2. Course structure					
the week	hours	Required learning outcomes	Name of the unit or topic	Learning method	Evaluation method
the first	3	Defining the concept of crisis management, its importance and types	The concept of crisis and its types	Lecture and problem solving	Test and discuss

the second	3	The importance and objectives of crisis management planning and the reasons for maintaining and confronting it	The importance of crisis management planning and the reasons for maintaining it	Lecture and problem solving	Test and discuss
the third	3	Identifying the essential elements in crisis management	Basic considerations in crisis management planning	Lecture and problem solving	Test and discuss
the fourth	3	Determine the economic order quantity	Scientific planning for purchasing material needs in case of regular consumption	Lecture and problem solving	Test and discuss
Fifth	3	The human side of strategic alliances, cooperation, and maneuvers during recessions and crises	Scientific planning for practical purchases for crisis management during recession.	Lecture and problem solving	Test and discuss
Sixth	3	The repercussions of the Covid-19 crisis on the international environment	The repercussions of the Covid-19 crisis on the international environment	Lecture and problem solving	Test and discuss
Seventh	3		The repercussions of the Covid-19 crisis on the international environment	Lecture and problem solving	Test and discuss
Eighth	3		Determine methods for assessing crises		
Ninth	3	Planning to confront fluctuations in crises		Lecture and problem solving	Test and discuss
tenth	3	Planning to confront fluctuations in crises		Lecture and problem solving	Test and discuss
eleventh	3	The positive effects of social responsibility of economic institutions in crisis	The positive effects of social responsibility of economic institutions in crisis	Lecture and problem solving	Test and discuss

twelveth	3	Stages of decision making in crisis management	Crisis management systems	Lecture and problem solving	Test and discuss
Thirteenth	3	Planning for crisis management	Planning for crisis management	Lecture and problem solving	Test and discuss
fourteenth	3	Strategic planning for crisis management	Strategic planning for crisis management	Lecture and problem solving	Test and discuss
Fifteenth	3		Second exam	Learning method	Test and discuss

3 .Course evaluation

The grade is distributed out of 100 according to the tasks assigned to the student, such as daily preparation, daily, oral, monthly and written exams, reports, etc., and is distributed as follows:

The pursuit score is 40, divided into 20 marks for daily exams and attendance, 10 for the first month's exam, and 10 for the second month's exam.

4. Learning and teaching resources

Required textbooks (methodology, if any)	
Main references (sources)	
Recommended supporting books and references (scientific journals, reports(...	
Electronic references, Internet sites	Muhammad Hassan Al-Qaddo or. Iman Bashir Mahmoud –Fadila Boutoura. D. Nofal Smiley.

Course Description Form

1. Course Name:					
Methodologies of economic research					
2. Course Code:					
ECON					
3. Semester / Year:					
Fall 2026					
4. Description Preparation Date:					
Wednesday, February 7 , 2026					
5. Available Attendance Forms:					
presence					
6. Number of Credit Hours (Total) / Number of Units (Total)					
30 hours					
7. Course administrator's name (mention all, if more than one name)					
Name: Asst. Prof. Dr. Karrar Altaie Email: kaltaie@uowasit.edu.iq					
8. Course Objectives					
Course Objectives		- Understanding research methodologies and their essence, as well as aiming to familiarize students with the fundamentals of scientific research. - Understanding what a research plan is and its components. - Understanding scientific research tools and their components, including the concept and types of samples.			
9. Teaching and Learning Strategies					
Strategy		The learning strategy in this course focuses on teaching students the fundamentals of scientific research in all its components. The ultimate aim of the teaching and learning strategy in this course is to enable students to prepare a scientific research paper that applies everything they have learned in the course.			
10. Course Structure					
Week	Hours	Required Learning Outcomes	Unit or subject name	Learning method	Evaluation method
1	2		What is scientific research	Presence	Quiz+ Participation
2	2		Fundamentals of the research problem	Presence	Quiz+ Participation
3	2		Research proposal	Presence	Quiz+ Participation
4	2		Research tools	Presence	Quiz+ Participation
5	2		How to build a lit. review	Presence	Quiz+ Participation
6	2		Data sources	Presence	Quiz+ Participation
7	2		exam 1	Presence	Quiz+ Participation

8	2		Importance of data in an academic paper	Presence	Quiz+ Participation
9	2		Primary and secondary data	Presence	Quiz+ Participation
10	2		Statistical packages	Presence	Quiz+ Participation
11	2		Plagiarism	Presence	Quiz+ Participation
12	2		Turnitin software	Presence	Quiz+ Participation
13	2		How to cite a reference	Presence	Quiz+ Participation
14	2		Mendeley software	Presence	Quiz+ Participation
15	2		exam	Presence	Quiz+ Participation

11. Course Evaluation

Distributing the score out of 100 according to the tasks assigned to the student such as daily preparation, daily oral, monthly, or written exams, reports etc

The annual pursuit grade if the subject is theoretical is 40 marks

10 marks	10 marks	20 marks	
First midterm exam	Second midterm exam	Homework+ quizzes	
100 marks	60 marks	40 marks	
The final score	final exam	Mid1+mid2+HWs+ quizzes	

12. Learning and Teaching Resources

Required textbooks (curricular books, if any)	
Main references (sources)	(Pandey & Pandey, 2021) (Mishra & Alok, 2022)
Recommended books and references (scientific journals, reports...)	
Electronic References, Websites	

Mishra, S. B., & Alok, S. (2022). *Handbook of research methodology*.

Pandey, P., & Pandey, M. M. (2021). *Research methodology tools and techniques*. Bridge Center.

Course Syllabus of Organizational Behavior

First Semester 2025-2026

Lecturer: Assistant Professor Dr. Karim Jaber Dhahi

Email: Drk449964@Gmail.com :Cell Phone number 07716009428

Lecturer: Assistant Professor Dr. Karim Jaber Dhahi

Week	Topic		student's name
First Week	Definition of the subject and course		
Second Week	Introduction and Historical Background مقدمة وخلفية تاريخية	ORGANIZATIONAL BEHAVIOR: INTEGRATING INDIVIDUALS, GROUPS, AND ORGANIZATIONS(Joseph E. Champoux) Chapter 1	
Third Week	The Changing Environment of Organizations البيئة المتغيرة للمنظمات	ORGANIZATIONAL BEHAVIOR MANAGING PEOPLE AND ORGANIZATIONS (Ricky W. Griffin Jean M. Phillips Stanley M. Gully)chapter 2	
Fourth Week	Attitudes and Job Satisfaction الاتجاهات والرضا الوظيفي	ORGANIZATIONAL BEHAVIOR(Stephen P. Robbins & Timothy A. Judge (Chapter 3)	
Fifth Week	Individual Differences, Values, and Diversity الاختلافات الفردية التنوع والقيم	Organizational behavior Schermerhorn et al., (Chapter 2)	
Sixth Week	Exam	10	all
Seventh Week	Groups & Teams الفرق والجماعات (chapter 7)	ORGANIZATIONAL BEHAVIOR MANAGING PEOPLE AND ORGANIZATIONS (Ricky W. Griffin Jean M. Phillips Stanley M. Gully)chapter 7	
Eighth Week	Communication الاتصالات	ORGANIZATIONAL BEHAVIOR: INTEGRATING INDIVIDUALS, GROUPS, AND ORGANIZATIONS (Joseph E. Champoux) Chapter 13	
Ninth Week	The Decision Making صنع القرار	ORGANIZATIONAL BEHAVIOR: INTEGRATING INDIVIDUALS, GROUPS, AND ORGANIZATIONS (Joseph E. Champoux) Chapter 14	
Tenth Week	Managing Conflict and Negotiating ادارة الصراع والتفاوض	ORGANIZATIONAL BEHAVIOR MANAGING PEOPLE AND ORGANIZATIONS (Ricky W. Griffin Jean M. Phillips Stanley M. Gully)chapter 10	
Eleventh Week	Organizational Culture		
Twelfth Week	Emotions and Moods العواطف والمزاجية	ORGANIZATIONAL BEHAVIOR(Stephen P. Robbins & Timothy A. Judge (Chapter 4)	
Thirteenth Week	Presentation & Discussion of the Individual Research Paper		
Fourteenth Week	Second Exam	10	all
Fifteenth Week			

Exam 20

Qiz 5

Translation 5

بحث 5

Paper 5

Course Description Form / Master of Business Administration Program

1. Course name					
Bank management					
2. Course code					
3. Semester/year					
Second semester 2025-2026					
4. The date this description was prepared					
January 2026					
5. Available forms of attendance					
My presence					
6. Number of study hours (total)/number of units (total)					
30 hours / 2 units					
7. Name of the course administrator (if more than one name is mentioned)					
Ali Abdul Mineerm Mahdi aabdulmineem@uowasit.edu.iq					
1. .1Course objectives					
1. Demonstrate a comprehensive understanding of all aspects of banking management knowledge and related terminology. 2. Communicate effectively and professionally in the workplace. 3. Evaluate banking issues and practices from ethical, global, and technological perspectives. 4. Demonstrate the necessary research and analytical skills in banking management.					Objectives of the study subject
2. Teaching and learning strategies					
1. Students will gain the necessary knowledge in banking management. 2. Students will demonstrate a critical awareness of current issues in banking management. 3. Students will demonstrate effective use of written communication skills and tools. 4. Students will communicate effectively in oral presentations. 5. Students will learn about the perspectives and challenges related to research ethics. 6. Students will have the opportunity to develop a research proposal, including its objectives, methodology, and literature review.					The strategy
3. Course Structure					
Evaluation method	Learning method	Unit or subject name	Required Learning Outcomes	Hours	Week
Participation, discussion and direct questions	Attendance in the classroom	Introduction to Banking Management		2	the first
Participation, discussion and direct questions	Attendance in the classroom	Central Bank		2	the second
Participation, discussion and direct questions	Attendance in the classroom	Marketing of Banking Services		2	the third
Participation, discussion and direct questions	Attendance in the classroom	International Banking Management		2	the fourth

Participation, discussion and direct questions	Attendance in the classroom	Islamic Banking		2	Fifth
Participation, discussion and direct questions	Attendance in the classroom	Liquidity Management		2	sixth
Participation, discussion and direct questions	Attendance in the classroom	Deposit Management		2	Seventh
Participation, discussion and direct questions	Attendance in the classroom	Bank Credit		2	Eighth
Participation, discussion and direct questions	Attendance in the classroom	Bank Risk Management		2	Ninth
Participation, discussion and direct questions	Attendance in the classroom	Investment Management		2	The tenth
Participation, discussion and direct questions	Attendance in the classroom	Banking Supervision		2	eleventh
Participation, discussion and direct questions	Attendance in the classroom	Iraqi Banking Sector		2	twelfth
Participation, discussion and direct questions	Attendance in the classroom	Information Technology and Bank Management		2	Thirteenth
Participation, discussion and direct questions	Attendance in the classroom	Digital Transformation and E-Banking		2	fourteenth
Participation, discussion and direct questions	Attendance in the classroom	Banking and artificial intelligence		2	Fifteenth

4. 1 Course evaluation

The grade is distributed out of (100) according to the tasks assigned to the student, such as participation, discussion, monthly tests, preparing weekly research papers and scientific articles in the Human Resources Department.... It is distributed as follows:

- 1- The effort grade out of (40) is divided into 25 written test grades, (15) grades for the tasks assigned to the student, such as preparing a research paper 5, a scientific article 5, and participation and scientific discussion 5
- 2- The final semester exam grade out of (60)

5. 5 Learning and teaching resources

There is no	Required textbooks (methodology, if any)
1- Introduction to Banking · (2022) Barbara Casu and others · PEARSON EDUCATION LIMITED ·UK	Main references (sources)
1- Al-Shammari, Sadiq Rashid, and Na'ma, Nagham Hussein (2016). Bank Management and Quality of Banking Services. Union of Arab Banks. Beirut, Lebanon	Recommended supporting books and references (scientific journals, reports....)
	Electronic references, Internet sites

Course description form

Course name: Human Resources Management . .1					
Course code .2					
Semester/Year: Semester .3					
Date this description was prepared: 1/31/2024 .4					
Available forms of attendance: in-person lectures .5					
(Number of study hours (total)/number of units (total) .6 .6					
45					
(Name of the course administrator (if more than one name is mentioned) .7					
anasser@uowasit.edu.iq : الأيميل Name: A.M. Ahmed Abdel Amir Nasser					
Course objectives .8					
Human resources are one of the most important factors for the success of any successful organization or company, in addition to their role in contributing to selecting competencies, developing employees, providing an appropriate work environment, making good decisions, contributing to strategic planning, and working to raise the competitive spirit at work				Objectives of the study subject	
Teaching and learning strategies .9					
means everything related to the method of delivering the material to the students, and it includes all the means and plans that the professor uses to control the class and manage it well, including presentation, training, discussion, and questions, to reach the learning goals and create appropriate atmosphere in the class so that the students can understand and absorb the material correctly					The strategy
Course structure .10					
Evaluation method	Learning method	Name of the unit or topic	Required learning outcomes	hours	the week
Evaluation					

method					
Test and discuss	Lectureand questions	Shifting from personnel management to human resources management	Historical development of human resources management	3	the first
Test and discuss	Lectureand questions	The importance of human resources	human resources management: concepts and objectives	3	the second
Test and discuss	Lectureand questions	Learn about its functions	organizing human resources management	3	the third
Test and discuss	Lectureand questions	Job analysis and recruitment	human resources planning	3	Fourth
Test and discuss	Lectureand questions	Learn about business design	Job design	3	Fifth
Test and discuss	Lectureand questions	The concept of the importance of human resources planning	Human needs planning	3	Sixth
Test and discuss	Lectureand questions	The concept of recruitment, selection and appointment	Recruitment	3	Seventh
Test and discuss	Lectureand questions	its concept, importance and goals	the first exam	3	Eight
Test and discuss	Lectureand questions	Benefits of training for the organization and methods	evaluating employees' performance	3	Ninth
Test and discuss	Lectureand questions	The concept of incentives and wages	Training and development of employees	3	The tenth
Test and discuss	Lectureand questions	Identify the type of services	HR compensation	3	eleventh
Test and discuss	Lectureand questions	Promoting employees is the concept of promotion	Health, industrial safety and accidents the job	3	twelveth
Test and discuss	Lectureand questions		functional movement management	3	thirteenth

Test and discuss	Lecture and questions	The concept and types of work turnover	Work turnover	3	fourteenth
			Second exam		Fifteenth Fifteenth
Course evaluation .11					
Distribution of the grade out of 100 according to the tasks assigned to the student, such as daily preparation, daily, oral, monthly, written exams, reports, etc					
Learning and teaching resources .12					
Human Resources Management / Written by: Moayed Saeed Al-Salem and Dr. Adel Harhoush / University of Baghdad			Required textbooks (methodology, if any)		
Human Resources Management / Written by: Moayed Saeed Al-Salem and Dr. Adel Harhoush / University of Baghdad			(Main references (sources		
			Recommended supporting books and references (....(scientific journals, reports		
nothing			Electronic references, Internet sites		

