

**HRM 7410 Ethics in Strategic Human Resources Management (3,\*,0)**

This course aims to enhance students' ethical awareness and sensitivity, and to facilitate the development of moral judgment and obligation in the workplace. It examines ethical HRM practices and the roles of HR professionals in promoting ethical practices with a view to achieving employee well-being, work engagement and organizational performance. Special emphasis is placed on creating and maintaining an ethical work environment.

**HRM 7600 Global Human Resources Management (3,3,0) (E)**

Global Human Resources Management (GHRM) has been identified as a crucial factor in a firm's international success. GHRM is more complex and varied than domestic HRM and incorporates a broader scope, and increased risk exposure as well as a change of emphasis. This course will examine environmental elements and the characteristics of GHRM. It will deal with the practical issues and consequences of the internationalization of HRM.

**HRMN 2005 Human Resources Management (3,3,0) (E)**

Prerequisite: BUSI 2005 Organizational Behaviour

This course is designed to provide students with an applied knowledge and understanding of Human Resources Management. The compatibility of the productive utilization of people in achieving an organization's objectives and the satisfaction of employee needs will be emphasised. The course will focus on current issues and trends as they relate to Hong Kong and the Asia Pacific region.

**HRMN 3005 Human Resources Development (3,3,0) (E)**

Prerequisite: HRMN 2005 Human Resources Management

This course aims to provide a comprehensive overview of the research, theory and practices of training and development within the organization and to prepare the student as a potential practitioner in a managerial role or as a specialist working within an organization, or as an external consultant working with a range of organizations.

**HRMN 3006 Recruitment and Selection (3,3,0) (E)**

Prerequisite: HRMN 2005 Human Resources Management

This course aims to introduce students to various theories, concepts and issues associated with the effective staffing of organizations. After completing this course, students are expected to have acquired the conceptual background for understanding contemporary recruitment and selection issues and the competencies to address specific staffing problems. The subject matter will be addressed through a mix of lectures, case analyses, and experiential exercises.

**HRMN 3007 Applied Social Psychology in Organizations (3,3,0) (E)**

Prerequisite: HRMN 2005 Human Resources Management

This course is designed to introduce students to social psychology in organizations. Students will learn about how people think about, influence, and relate to one another within the organizational context. In particular, students will examine the impact of person, situation, and cognition on behaviour.

**HRMN 3008-9 Human Resources Management (0,1.5,1.5) (E) Mentoring**

Prerequisite: Year III standing

This course is designed to provide students with applied knowledge and understanding of Human Resources Management through the guidance of human resource management professionals. Through this course, students will be offered ample opportunities to learn and grow and to better understand life in the business world. Upon completion of the course, students will acquire new insights through expanding learning horizons, and they will be able to develop greater career engagement.

**HRMN 3015 Leadership (3,3,0) (E)**

Prerequisite: BUSI 2005 Organizational Behaviour or any Psychology course

This course aims to provide (1) an introduction to classic and contemporary leadership theory and to the principles of effective leadership; (2) experience in applying these in evaluating specific leadership behaviours; and (3) an opportunity to develop an action plan for self- and career-development.

The course will involve a combination of lectures, directed reading, analysis and discussion of case studies, and practical exercises and role plays. The approach will be student centred, and students will develop awareness of their preferred leadership styles and interpersonal skills through experiential exercises and self-assessment.

**HRMN 3016 Negotiation (3,3,0)**

Prerequisite: BUSI 2005 Organizational Behaviour or any Psychology course

The course helps students to capture theory and processes of negotiation and power of social capital in order to enable them to negotiate successfully in a variety of settings, such as trade agreements, labour settlements, and acquisitions to mergers, sales transactions and government procurement. This includes negotiating and building mutually beneficial long-term relationship between two parties of conflicting interests. Besides lectures, role play exercises, case studies, and simulation games will be employed to enable students to apply negotiation process in various settings effectively and successfully.

**HRMN 4005 Performance Appraisal and Rewards (3,3,0) (E)**

Prerequisite: HRMN 2005 Human Resources Management

This course examines the major principles, concepts, and techniques of performance appraisal. Especially, common pitfalls and effective interviewing skills in conducting performance appraisal exercises are stressed. This course also takes a pragmatic look at how to reward employees for services rendered. Designing and administering an equitable and competitive compensation system that motivates employees for better performance is another major focus of the course.

**HRMN 4006 Labour Relations and Law (3,3,0) (E)**

Prerequisite: HRMN 2005 Human Resources Management

There are two objectives: (1) This course introduces various theories of industrial relations and the dynamic relationships among the different actors constituting the industrial relations scene; (2) this course covers employment legislation that is commonly used by HR professionals in an everyday situation. A practical and contemporary approach is taken, exposing the students to the full gambit of employee-management relations in the workplace.

**HRMN 4007 Human Resources Management in China (3,3,0) (P)**

Prerequisite: HRMN 2005 Human Resources Management

This course offers an advanced study of human resources policies and problems in Mainland China. The aim of this course is to introduce to the students current and practical issues of doing HRM in Mainland China. This course prepares HRM students (1) to make decisions on various HR policies such as compensation and benefits of local employees, management of out-of-province workers, and training and development of unskilled and illiterate workers; and (2) to give attention to getting Chinese workers and staff to accept responsibility, to exercise initiative, to emphasise quality, and to communicate readily across functions.

**HRMN 4015 Human Resources Strategy and Planning (3,3,0) (E)**

Prerequisite: HRMN 2005 Human Resources Management

This course is designed to consider the theories and role of human resources planning and link it to the policies and practice required for effective human resources management. This course examines internal and external environmental factors and trends that have

crucial impacts on HR objectives and strategies in organization. The role of human resources information system and the use of information technology in HRM and employee planning are also key issues to study in the course.

**HRMN 4016 Human Resources Research and Measurement (3,3,0) (E)**

This course is composed of two parts. The first part deals with Human Resources Research while the second one is on Human Resources Measurement. The first section examines problems and functions involved in designing, developing, and implementing or managing effective human resources programmes. It deals with topics as research questions, methods, designs, and analysis and interpretation of data. The second, smaller, section introduces to students the importance of measuring the economic value of employee performance and the techniques used in measuring the efficiency and productivity of a human resources department.

**HUM 1110 Humanities Study and Research Methods (3,2,1)**

This first year course will prepare students for the three-year study of the humanities. It will introduce the approaches and methods distinctive of interdisciplinary humanities thought and research, and it will compare these methods with those employed in other branches of learning, e.g. social and natural sciences. The course will develop the argument that the Humanities disciplines cultivate the human mind. Students will learn to integrate different points of view through cross-disciplinary and bicultural readings.

**HUM 1140 Human Self-Discovery (3,2,1)**

This course aims to introduce various theories of human nature as an intellectual foundation for reflection on what is it to be human. Students will examine the diverse ways human beings consider and define themselves as a unique species. They will also learn the differences between the Chinese and Western, and between the traditional and modern, concepts of humankind.

**HUM 1160 Food and Humanities (3,2,1)**

The course aims at in-depth understanding and critical reflection of human consumption and its recent developments through introduction and discussion of representing academic discourses. The objectives are: (1) to realize the impact of food on humanities by exploring and nature of human drinking and eating through philosophical, anthropological, cultural and socio-psychological discourses; (2) to understand the subject via intercultural and interdisciplinary approach through representing theories of the subject in various religions and cultures; (3) to get in-depth knowledge on specific topics which reflect on the relation of food consumption and gender construction, cultural identities and politics, art and media representation, etc.; and (4) to review eating as a cultural phenomenon in local context.

**HUM 1170 Gender and Culture (3,2,1)**

This course introduces students to the basic issues in gender theory and cultural studies, and explores how gender is constructed socially, culturally and historically, with concrete analyses of examples from Chinese communities and other parts of the world. Using the perspectives of contemporary gender studies including feminist scholarship, gay-lesbian analytical tools, critical theory and psychoanalysis, this course will focus on the constructed nature of gender roles, the effects of these constructions on the lives of different gender identities, and the possibilities for change and individual empowerment that a critical awareness can create. The course will take an interdisciplinary and multimedia approach to examine gender constructions in literature, film, Internet, visual art, and other popular cultural forms. These various texts or forms will be introduced during lecture and tutorial discussion as illustrative examples, in-depth case analyses, instances of refutation, and departure points for in-class debates in order to help students concretely recognize the major issues of gender studies.

**HUM 1180 The Study of Culture (3,2,1)**

This course will introduce the dynamic conceptions of culture and criticisms of culture as the product and accumulation of human activities and creativities. Students will understand culture as human experience that differentiates humans most completely from animals and as something that actualizes our potentialities as human beings. They will also recognize that the methods of inquiry and interpretation are themselves outcomes of culture itself.

**HUM 1310 Love and Culture (3,2,1)**

This course discusses the ideas and representations of love, sex and eroticism as cultural phenomena in Western and Chinese cultures. It will deal with the philosophical, literary, artistic representations of love and sex, and its meaning and their significance for our understanding of these important aspects of human existence. Selected examples in philosophical treatise, literature, painting, image making, architecture and film will be used for detailed discussion. It will help students understand and analyse the major factors affecting our notions and understanding of love and sex in the modern society, and will therefore be able to engage in critical discussion about current issues arising in the Hong Kong society related to love and sex and their representations.

**HUM 2140 Chinese and Western Modes of Thought (3,2,1)**

This course aims to provide students a clear understanding of the basic differences and similarities between traditional Chinese and Western cultures through comparative study of selected themes in mythical, religious, moral and scientific thinking. It will also analyse issues pertaining to cultural encounters, accommodations and confrontations in modern and contemporary Chinese history with some emphasis on Hong Kong.

**HUM 2150 Language and the Humanities (3,2,1)**

The goal of this course is to explore the role language plays in defining our fundamental human nature as symbol-constructing, symbol-using beings. The course also examines how fundamental issues within the humanities intersect with the nature of language as both a system and an activity to produce the complex human world we experience as simply "the way things are".

**HUM 2160 Gender Studies (3,2,1)**

This course will introduce students to trends of thought and the basic theories in gender studies. This introduction will define and explore how gender is constructed socially, culturally and historically. By examining gender-related issues like discrimination and inequality, students will critically consider what it means to be human and to empathise with human beings and their struggles.

**HUM 2180 Great Works in the Humanities (3,2,1)**

This course will present an array of primary texts, in English and Chinese, that have shaped the study of the humanities and have been acknowledged as formative masterpieces in the study of the humanities. It will demonstrate, through the particular address of primary texts, the humanistic tradition of intertextual study involving literary, philosophic, historical and other forms of writing. The course will encourage students to confront the contemporary controversy surrounding canonical literature, and it will encourage students independently to exercise their critical, analytical and creative judgments in assessing the value of such canonical works in the modern world.

**HUM 2190 The Art of Speech: Appreciation and Practice (3,2,1)**

The art of rhetoric has been one of the central components in the history of humanities and liberal arts education. The ability in composing, delivering and appreciating eloquent speeches has been regarded as a central part in the development and the human mind. This course aims at introducing the theories of rhetoric and the art of speech from the classical time of Aristotle and Cicero