as the "promised land" of modern China. Its modern socio-economic growth can be traced back to the early eighteenth century when groups of Cantonese and Fujianese migrated to Southeast Asia. Starting from the 1840s, the Chinese Diaspora gained momentum again with the establishment of treaty ports in coastal Guangdong and Fujian, and the ceding of Hong Kong to British rule. In the late 1970s, South China has been selected by the central government as modern China's "special economic regions" to implement economic reforms. Its familial and ethnic network with the overseas Chinese has transformed into channels of capital investment. These investments, in turn, have placed South China as Asia's fastest growing area.

HIST   7520   Chinese Culture in Transformation (3,3,0) (P)
Prerequisite: Postgraduate student standing
This course will begin with an introduction of various changes that Chinese culture has undergone since the early 20th century. It will then deal with the political, economic and social aspects of Chinese culture in the previous century. The contents are designed in a thematic manner, and certain aspects deemed fit and useful will be emphasized accordingly.

HIST   7530   Graduate Seminar on   (3,3,0) (P)
                Contemporary Chinese History
Prerequisite: Postgraduate student standing
This subject covers mainly three advanced study areas, namely contemporary Chinese historical scholarship, themes in contemporary Chinese history and Sino-foreign relations. Seminars on individual topics could be offered by rotation or concurrently, subject to the need of students.

HIST   7540   Contemporary Chinese Political (3,2,1) (P)
                Thought
This course examines the historical origins and development of major schools of political thought in modern and contemporary China, paying special attention to the period since 1949. The Chinese response to the introduction of Marxism–Leninism, and the role played by Mao Zedong in "sinicizing" various aspects of Marxist–Leninist ideology will be dealt with thoroughly. Students will be required to read the original works of major political thinkers. If possible, other important political ideologies, such as liberalism, socialism and democratic thinking, will also be addressed.

HIST   7550   History of Taiwan   (3,2,1) (P)
This course examines the political, diplomatic, economic, social and cultural development of Taiwan. Discussions will include historical factors which have played crucial roles in Taiwan's transformation, as well as issues related to its current changes.

HIST   7570   China and Asia in since 1900   (3,2,1) (C)
The course will provide an in-depth study of the relations between China and other Asian countries, with an emphasis on Japan, Korea, Vietnam and India since 1900. Special attention is given to China's influence on Asian nationalist and communist movements, Sino-Japanese and Sino-Korea relations, and China's role in East Asia, South Asia and Southeast Asia.

HRM   7020   Managing Human Resources   (3,3,0) (E)
                Today
This foundation programme aims to introduce students to human resources management and how contemporary developments are transforming the human resources management function into a more proactive and strategic one. Specifically, the programme will equip students with an understanding of the nature of people management and related activities, and how these activities simultaneously promote employee well-being and organizational effectiveness.

HRM   7030   Human Resources Planning and (3,3,0) (E)
                Staffing
The major purpose of this course is to provide students with (1) an appreciation of the major theoretical perspectives relating to strategic human resources management, (2) an understanding of HRM strategies and environmental factors affecting these strategies, and (3) issues and activities associated with the effective staffing of organizations.

HRM   7040   Training and Development   (3,3,0) (E)
This course covers a full spectrum of training management and administration. It aims to provide a comprehensive overview of the research, theory and techniques of training and development within an organization.

HRM   7050   Performance Management   (3,3,0) (E)
This course provides an overview of the philosophy and principles of performance management and the design of an effective performance management system. Specifically, it examines major concepts and techniques in conducting performance appraisal.

HRM   7060   Compensation and Benefits   (3,3,0) (E)
This course takes a pragmatic look at one of the most controversial and critical issues facing all kinds of organization, that is, how to compensate employees. It focuses on the design and administering of a compensation system that rewards employees fairly while motivating outstanding performance.

HRM   7070   Employment Relations and   (3,3,0) (E)
                Practices
This course introduces various concepts on employment practices, industrial relations as well as work-family interface and the dynamic relationships among the different actors constituting the employment relations scene. In addition, it covers employment and related 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.

HRM   7080   Human Resources Management in (3,3,0) (P)
                the PRC
This course is an advanced study of human resources policies and practices in mainland China. It focuses on sensitizing students to the challenges of managing human resources in the PRC and equipping them with the substantive knowledge to design contextually-appropriate HR policies and practices.

HRM   7090   International and Comparative   (3,*,0) (E)
                Human Resources Management
This course aims to enhance students' understanding of the role of HRM in global organizations. It examines major HR concepts, techniques, and practices in developing and managing a global workforce. Special emphasis is placed on examining the key convergence and divergence of HRM practices in a global context.

HRM   7110   Ethics in Human Resources   (3,*,0) (E)
                Management
This course aims to enhance students' understanding and awareness of ethical issues in the area of HRM. It examines various ethics concepts and moral decision frameworks, as well as their applications on HR practices and employment issues. Special emphasis is placed on creating and maintaining an ethical work environment.

HRM   7120   Human Resources Research   (3,*,0) (E)
                Methods
This course introduces the fundamental concepts of research design and the collection and analysis of data in the context of Human Resources Management. Both qualitative and quantitative approaches are covered. Students acquire the necessary technical knowledge and skills to conduct valid research. In addition, they acquire the knowledge and skills needed to evaluate research conducted by others. The course demonstrates how rigorous

research can provide a basis for effective managerial decision making.

HRM   7130   Degree Project   (3,*,*) (E)
The Degree Project provides students with an opportunity to apply their HRM and research methods skills and knowledge in an investigation of a problem or issue of practical significance. Specifically, the Project will develop students' skills in problem identification, consolidate their understanding of HRM issues and research methods, and deepen their understanding of the role of HRM in contributing to organizational effectiveness.

Students will work in team of four on a client-based project, involving the identification of an HRM-related organizational problem, a thorough investigation of the problem with appropriate data collection and analysis, and the development of well-founded, justified and implementable recommendations to the organization's management. This is essentially a "consulting"-type assignment, which must take place in a real organization, either students' own or another.

Permission may be given for students to conduct a multi-organization or industry-wide investigation (rather than focusing on one organization) provided that the specified learning outcomes can be met, and that the project report develops the implications for practice. Such projects should also identify in principle who would be the client for such a report.

**HRM   7140   Quantitative Methods for Human   (3,3,0)
                 Resource Professionals**
Students will acquire knowledge in strategic and operational decision making, using personnel economics, to audit HR activities and functions through measurements and tests, while investigating different issues using HR research to improve organizational communication. This course will put special focus on HR programmes in Asia from a return-on-investment perspective. The concept of "utility" and its measurement will be discussed, along with estimating the resource value of job performance. As well, measuring the cost/benefits of HR development programmes will be linked to profitability and to return on investment.

**HRM   7150   Managing Human Resources   (3,3,0)
                 Information**
A human resources management system (HRMS) is more than a human resources information system (HRIS). It is what the name implies: an information management system accessible to staff at all levels, designed to ensure that the organization's most important strategic resource—its people—are recruited, selected, developed, employed, deployed and supported most effectively. In this course, HRMS will be studied as the concept relates to e-HRM, as the HRM field in Asia must move quickly toward net-based systems. Topics will include extending the core HR System; establishing a centralized service; moving communications transactions to the Internet; globalizing the HR Function; e-HR recruiting; e-learning; e-benefits and e-HRMS; and future trends in e-HRM.

**HRM   7300   Human Resources Management and (3,3,0) (E)
                 Business**
This course is designed to provide an overview of the fundamental principles of human resource management and business administration. It covers (1) all of the main functional areas of human resource management within the broader context of business strategy, globalisation, and social responsibility, (2) the changing roles of human resource management in corporations in modern times, and (3) the fundamental concepts of strategic management and financial management. Best practices are highlighted.

**HRM   7320   Industrial-organizational   (3,3,0) (E)
                 Psychology**
In this course, students will study theories, principles, concepts, and measurement methods in industrial-organizational psychology, to gain an understanding of how this knowledge

can be applicable in the design and management of global HR systems. Special stress will be placed on the changing nature of work within the Asia/Pacific region and how this issue presents an ever-increasing strategic and operational challenge to employers and employees alike. Both psychological change and enhanced competition require a sophisticated approach to managing the human resource, based on empowerment and ethical investment in human capital.

**HRM   7330   Skills for Managing Human   (3,3,0) (E)
                 Resources**
Students will be equipped with concepts, skills and techniques of workplace learning, motivating and developing members of organizations. In addition, students will also acquire skills in dealing with difficult interpersonal/group situations such as conflict, ethical dilemmas, organizational politics, negotiation, collective bargaining and media handling. Throughout, the focus will be on how these concepts are applied to the Asia/Pacific region.

**HRM   7340   International Human Resources   (3,3,0) (E)
                 Management**
In this course, students will be exposed to critical issues in managing human resources. Topics will include market dynamics, problems encountered by FIEs manpower planning strategy, compensations and benefits, ethics and safety, and globalization of HRM. Again, stress will be placed on how these concepts relate to the Asia/Pacific region. This course is designed to provide students with knowledge, issues and skills for designing and managing expatriate assignments and managing cultural diversity. Special emphasis will be placed on the linkage between global HRM practices and policies and international expansion strategies. This course will cover key issues in international employee relations, comparative HRM practices, and multinational corporate ethical responsibility as related to HRM.

**HRM   7360   Strategic Human Resources   (3,3,0) (E)
                 Management in Practice**
In this course, global HR strategy will be regarded as an integrating force, linking various strands together into an overall strategic thrust which complements and is consistent with the overall business strategy. The links between each aspect of a strategy will be emphasized and various communications channels will be suggested, as HR strategy should flow from business strategy.

**HRM   7370   Human Resources Research and   (3,3,0) (E)
                 Information**
This course introduces to students the fundamental concepts needed for using statistics in human resources management. Students acquire the technical knowledge and know how to conduct practical research studies with scientific validity. This course also covers development and implementation of HR information management systems capable of ensuring the right people are effectively recruited, deployed and supported.

HRM   7380   Human Resources Measurement   (3,3,0) (E)
This course introduces concepts and techniques needed in making decisions to maximizing human capital. Students will learn how to audit HR activities and functions through measurements and tests, applying relevant methods in HR research techniques to improve organizational effectiveness and well-being.

**HRM   7390   Current Employment Practices in   (3,3,0)
                 China**
This course focuses on the human resources issues and problems encountered by international companies in mainland China today. It introduces to the students current and practical issues regarding employment and HRM in mainland China. This course prepares participants to make decisions on various HR policies and practices such as recruitment of local employees and management of expatriates, performance and rewards, management development and localization, and the complexities of PRC labour law.