

**HRM 7330 Skills for Managing Human Resources (3,3,0)**  
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 Management (3,3,0)**

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 Management in Practice (3,3,0)**

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 Information (3,3,0)**

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)**

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 China (3,3,0) (P)**

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.

**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 7420 Employee engagement and Well-being (3,\*,0)**

The major purpose of this course is to enhance students understanding of the importance of building an engaged workforce and a healthy workplace. It covers major concepts, techniques, and practices in (1) developing and executing and engagement campaign, (2) promoting workplace wellness, and (3) delivering services associated with building a healthy and productive workforce.

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

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)**

Prerequisite: BUSI 2005/BUSI 2025 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 emphasized. 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)**

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)**

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)**

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 Mentoring (0,1.5,1.5)**

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)**

Prerequisite: BUSI 2005/BUSI 2025 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/BUSI 2025 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)**

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)**

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 emphasize quality, and to communicate readily across functions.

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

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)**

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 7010 Advanced Humanities Seminar (3,3,0)**

This course aims to enable postgraduate students (1) to understand and examine the major schools of thinking in the field of humanities through critical analysis of some representative and canonical texts; (2) to explore the content, origin, development and influence of the major works; (3) to deepen the knowledge of the prominent theories of the humanities; and (4) to apply the theoretical knowledge in understanding significant current issues of our world.

**HUMN 1005 The Study of Culture (3,2,1)**

The study of culture will be conducted in a cross-cultural and interdisciplinary manner. Contemporary cultural issues, especially those in Hong Kong, will be discussed as they relate to the cultural translation between China and the world. To enhance the interdisciplinary approach to the study of culture, the instructor will address different disciplines and cultural theories including philosophy, anthropology, sociology, critical theories, literary theories, postmodern and postcolonial discourses.

**HUMN 1006 Introduction to the Humanities (3,2,1) (C)**

This course is a general introduction to the Humanities by providing students with a basic understanding of the Humanities as an area of study. This course delivers an interdisciplinary and multi-perspective overview of cultural, political, philosophical and aesthetic factors critical to the formulation of human values and the historical development of the individual and of society. Providing discussion of different themes and disciplines in the Humanities such as literature, the arts, philosophy and cultural studies, this course also introduces the relationship between the Humanities and the university as an idea and an institution.

**HUMN 2006 Human Self-Discovery (3,2,1) (C)**

To introduce various theories of human nature to students as an intellectual foundation for reflection on what it is to be human. To help students to learn how to analyse claims about humanness and to practice their arguments for or against these claims on the basis of comparisons with others' claims. To explore with students together on particular aspects and problems associated with classical, modern and contemporary theories about humans and human nature in the light of its developments in the history of thoughts gleaned from traditional Chinese and Western philosophies.

**HUMN 2007 Chinese and Western Modes of Thought (3,2,1) (C)**

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 philosophical, religious, moral, and scientific thinking.