

HRM 7090 International and Comparative Human Resources Management (3,*,0)

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 Management (3,*,0)

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 Methods (3,*,0)

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,*,*)

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 Resource Professionals (3,3,0)

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 Information (3,3,0)

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 7310 Foundations of Human Resources Management (3,3,0)

This course is designed to provide an overview of the fundamental principles of human resources management. It will cover all of the main functional areas of human resources management within the broader context of business strategy, globalization, and social responsibility. Best practices will be highlighted. A special focus will be to position HR functions within an Asia/Pacific context. As well, the concept of Action Research will be introduced at this stage, so that students are familiar with the basic concepts from the beginning of the programme.

HRM 7320 Industrial-organizational Psychology (3,3,0)

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 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 7350 Current Human Resources Issues (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, roles of modern HR, gender and family issues, recruitment and labour problems, training and localization, work values and ethics, and local and international politics. Again, stress will be placed on how these concepts relate to China and the Asia/Pacific region.

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)

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.

HRMN 2005 Human Resources Management (3,3,0) (tbc)

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) (tbc)

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) (tbc)

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) (tbc)

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 3015 Leadership (3,3,0) (tbc)

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) (tbc)

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) (tbc)

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) (tbc)

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) (tbc)

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) (tbc)

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