

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