HIST 7570 China and Asia in the Twentieth (3,2,1) Century

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 in the twentieth century. 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 2110 Human Resources Management (3,3,0)

Prerequisite: BUS 1240 Business and Corporate Social Responsibility or BUS 1630 The World of Business

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.

HRM 2150 Human Resources Development (3,3,0) (E)

Prerequisite: HRM 2110 Human Resources Management

This course aims to provide a comprehensive overview of the research, theory and practices of training and development within the organizations 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.

HRM 2160 Recruitment and Selection (3,3,0) (E)

Prerequisite: HRM 2110 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.

HRM 2620 Business Ethics (3,3,0)

This course covers a wide range of ethical issues to enlighten students' awareness of ethical issues experienced by corporations and professional managers. The course is specifically designed to educate students regarding the legal and social expectations of ethical behaviours and to challenge students to think about the issues relating to corporate social responsibility. Most importantly, this course enables students to understand and apply their personal values in making business decisions and to resolve ethical issues and dilemmas in business situations.

HRM 2640 Applied Social Psychology in (3,3,0) (E) Organizations

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.

HRM 2660 Human Relations for Personal (3,3,0) and Career Success

Success on the job often enhances personal success, and success in personal life can enhance job success. Dealing effectively with people is an enormous asset in both work and personal life. Thus, the aim of this course is to teach students how to become more effective in their work and personal life through knowledge of and skill in human relations. This course covers three major themes; they are (1) understanding oneself, (2) dealing effectively with people, and (3) managing one's personal life.

HRM 2670 Presenting for Success (3,3,0)

In an increasingly competitive work environment, speech communication skills are essential in impacting an audience, a conference, a work team, an interview, or a conversation. These are the skills that employers demand. Improving them is an investment in one's future career and can lead to success in any field. Accordingly, this course aims to introduce students to the theories, concepts and proven principles needed to become dynamic, confident and successful public speakers. Students can expect to acquire both the conceptual background and adequate skill practice to deliver appropriate speeches for a variety of occasions. The course matter will be addressed through highly interactive sessions consisting of lectures, group and individual exercises, and practical applications with hands-on experience in practising effective speaking and delivering formal and informal presentations.

HRM 2681-2 Human Resources Management (0,1.5,1.5) (E) Mentoring

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.

HRM 2691-2 Human Resources (3,1.5,1.5) Management Mentoring

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.

HRM 3120 Performance Appraisal and (3,3,0) (E) Rewards

Prerequisite: HRM 2110 Human Resources Management

Performance and reward management represents two pivotal and closely related facets of human resource management. Being equipped with an awareness of the latest and most successful performance and reward practices and techniques is a prerequisite to the formation of a well integrated, effective, and highly motivated workforce. This course examines the major principles, concepts and techniques of performance appraisal and reward practices. These practices include understanding key elements of performance management, designing an effective appraisal system, conducting appraisal interview, and developing and managing an equitable and competitive reward system.

HRM 3180 Labour Relations and Law (3,3,0) (E)

Prerequisite: HRM 2110 Human Resources Management

This course aims to (1) introduce various theories of industrial relations and the dynamic relationships among the different actors constituting the industrial relations scene, and (2) cover 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.

HRM 3190 Human Resources Research and (3,3,0) (E) Measurement

Prerequisite: HRM 2110 Human Resources Management

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.

HRM 3630 Human Resources Management (3,3,0) (P) in China
Prerequisite: BUS 2340 International Business or HRM 2110 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 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.

HRM 3650 Human Resources Strategy and (3,3,0) Planning
Prerequisite: HRM 2110 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.

HRM 3660 Managing People in the Public (3,3,0) Sector
Prerequisite: HRM 2110 Human Resources Management
Public personnel management is widely recognized as a critical element of democratic society and effective public administration of a given city. Today, government and non-profit organizations are confronted with tighter budgets with limited funding and keener competition in the labour market. Recent changes in information technology, communication patterns, social issues, and demographic compositions have resulted in an increasingly use of privatization of some services such as outsourcing, franchise agreements, vouchers, and contracting. This course reviews, in addition to all relevant HRM issues and functions, major Organizational Behaviour theories and concepts.

HRM 7010 Global Human Resources (2,3,0) Management
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.

HRM 7020 Managing Human Resources (3,3,0) 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) 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)
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)
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)
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 Practices (3,3,0)
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) 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 Human (3,*,0) 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 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-