

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 Planning (3,3,0)

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 Sector (3,3,0)

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 Management (2,3,0)

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.

HRM 7020 Managing Human Resources Today (3,3,0)

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 Staffing (3,3,0)

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 the PRC (3,3,0)

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 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 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-