

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.

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