

BHRM 3125 Entrepreneurship and New Ventures (3,3,0) (E)

The focus of the course is to investigate, understand and internalise the process of founding a startup firm. Key areas include: (1) matching individual skills with the management needs of a new venture, (2) evaluating the business model of the new venture, (3) financing new ventures, (4) starting up a company, (5) operating a new venture, (6) recruiting and retaining management, and (7) creating value and liquidity for investors and management.

This course provides tools and insights, which improve the chances for success as an entrepreneur in a highly competitive and ever changing environment.

BHRM 3135 Business Internship (3,*,*)

The objective of this course is to give students the opportunity to gain practical experience working in an organization. Under the guidance of both faculty and workplace supervisors, the students will complete a work assignment of no less than 120 hours, either paid or non-paid.

BHRM 3145 Leadership (3,3,0) (E)

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.

BHRM 3155 Negotiation (3,3,0) (E)

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.

BHRM 3165 Applied Social Psychology in Organizations (3,3,0) (E)

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.

BHRM 3175 Cross-cultural and Comparative Management (3,3,0) (E)

Prerequisite: BUSI 2005 Organizational Behaviour or equivalent
The primary objective of this course is to enhance student awareness of the impact of culture on supposedly universal management practices designed to facilitate the effective utilisation and development of the organisation main asset - its employees. Students can expect to enhance their understanding of the global context of organizations, interpersonal skills needed to manage across national borders, and the structure and functioning of multinational companies.

BHRM 4055 Performance Appraisal and Rewards (3,3,0) (E)

Prerequisite: BHRM 2055 Human Resources Management or equivalent

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.

BHRM 4065 Labour Relations and Law (3,3,0) (E)

Prerequisite: BHRM 2055 Human Resources Management or equivalent

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.

BHRM 4075 Human Resources Research and Measurement (3,3,0) (E)

Prerequisite: BHRM 2055 Human Resources Management or equivalent

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.

BHRM 4085 Developing Managerial Skills (3,3,0) (E)

Prerequisite: BHRM 3045 Business Communications or equivalent

The course prepares participants to handle critical issues in managerial communication and helps them master skills needed to achieve their potential as leaders and executives. The goal is to equip them with the personal, interpersonal and group skills needed to manage their own lives as well as relationships with others. The course teaches strategic approaches to managerial communications that can be applied to a variety of situations.

BHRM 4095 BCom HRM Project (3,0,*)

The student project is a valuable integrative element in the BCom HRM curriculum, providing a focus for the application of knowledge acquired from core and major courses. The project provides an opportunity for students to apply the knowledge and skills gained on the degree programme to a real, practical business problem, and to prepare themselves for the transfer from the academic to the work situation.

BHRM 4155 Human Resources Strategy and Planning (3,3,0) (E)

Prerequisite: BHRM 2055 Human Resources Management or equivalent

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.