

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) (P)**

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 7110 Ethics in Human Resources Management (3,\*,0)**

This course aims to enhance students' understanding and awareness of ethical issues in the area of HRM. It examines various ethics concepts and moral decision frameworks, as well as their applications on HR practices and employment issues. Special emphasis is placed on creating and maintaining an ethical work environment.

**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 teams on a client-based project or an applied research topic. The client-based project involves 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-founded, justified and implementable recommendations to the organisation's management. This is essentially a "consulting"-type assignment, which must take place in a real organization, either students' own or another.

An applied research topic involves a multi-organisation or industry-wide investigation (rather than focusing on one organization) of an HRM-related issue and a thorough investigation of the issue with appropriate data collection and analysis and development of implications for practices. 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 7300 Human Resources Management and Business (3,3,0)**

This course is designed to provide an overview of the fundamental principles of human resource management and business administration. It covers (1) all of the main functional areas of human resource management within the broader context of business strategy, globalisation, and social responsibility, (2) the changing roles of human resource management in corporations in modern times, and (3) the fundamental concepts of strategic management and financial management. Best practices are highlighted.

**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.