

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 Mentoring (0,1.5,1.5)

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 Management Mentoring (3,1.5,1.5)

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

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)

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 Measurement (3,3,0)

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 in China (3,3,0)

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.