**HRM 7030 Human Resources Planning and   (3,3,0)
              Staffing**

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   (3,3,0)
              the PRC**

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 (3,*,0)
              Resources Management**

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   (3,*,0)
              Management**

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 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-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   (3,3,0)
              Resource Professionals**

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   (3,3,0)
              Information**

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   (3,3,0)
              Management**

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 (3,3,0)
Management
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 (3,3,0)
Management in Practice
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 (3,3,0)
Information
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 (3,3,0)
China
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.

HUM 1110 Humanities Study and Research (3,2,1)
Methods
This first year course will prepare students for the three-year study of the humanities. It will introduce the approaches and methods distinctive of interdisciplinary humanities thought and research, and it will compare these methods with those employed in other branches of learning, e.g. social and natural sciences. The course will develop the argument that the Humanities disciplines cultivate the human mind. Students will learn to integrate different points of view through cross-disciplinary and bicultural readings.

HUM 1131-2 English Skills (3,3,0)
Major components of the course include argumentation, writing about literature, writing about language, research methods, and reasoning. Students will write essays, in-class themes, bibliographical exercises, and research papers. They will also participate in group discussions and debates as well as give prepared and *ex tempore* speeches. This course is open to Humanities majors only.

HUM 1140 Human Self-Discovery (3,2,1)
This course aims to introduce various theories of human nature as an intellectual foundation for reflection on what is it to be human. Students will examine the diverse ways human beings consider and define themselves as a unique species. They will also learn the differences between the Chinese and Western, and between the traditional and modern, concepts of humankind.

HUM 1160 Food and Humanities (3,2,1)
The course aims at in-depth understanding and critical reflection of human consumption and its recent developments through introduction and discussion of representing academic discourses. The objectives are: (1) to realize the impact of food on humanities by exploring and nature of human drinking and eating through philosophical, anthropological, cultural and socio-psychological discourses; (2) to understand the subject via intercultural and interdisciplinary approach through representing theories of the subject in various religions and cultures; (3) to get in-depth knowledge on specific topics which reflect on the relation of food comsumption and gender construction, cultural identities and politics, art and media representation, etc; and (4) to review eating as a cultural phenomenon in local context.

HUM 1170 Gender and Culture (3,2,1)
This course introduces students to the basic issues in gender theory and cultural studies, and explores how gender is constructed socially, culturally and historically, with concrete analyses of examples from Chinese communities and other parts of the world. Using the perspectives of contemporary gender studies including feminist scholarship, gay-lesbian analytical tools, critical theory and psychoanalysis, this course will focus on the constructed nature of gender roles, the effects of these constructions on the lives of different gender identities, and the possibilities for change and individual empowerent that a critical awareness can create. The course will take an interdisciplinary and multimedia approach to examine gender constructions in literature, film, Internet, visual art, and other propular cultural forms. These various texts or forms will be introduced during lecture and tutorial discussion as illustrative examples, in-depth case analyses, instances of refutation, and departure points for in-class debates in order to help students concretely recognize the major issues of gender studies.

HUM 1310 Love and Culture (3,2,1)
This course discusses the ideas and representations of love, sex and eroticism as cultural phenomena in Western and Chinese cultures. It will deal with the philosophical, literary, artistic