

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.

**HUM 1110 Humanities Study and Research Methods (3,2,1)**

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 consumption 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 empowerment 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 popular 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