

Subject Description Form

| Subject Code | APSS4531 | | | | | | | | | | | | | | |
|---|--|-----------------------|------------------|----------------------------|-----------------------|------------------|---------------------|-----|----|-------------------------------|----|-----|---------------------------------|-----|----|
| Subject Title | Current Management Practices and Issues in Human Service Organizations | | | | | | | | | | | | | | |
| Credit Value | 3 | | | | | | | | | | | | | | |
| Level | 4 | | | | | | | | | | | | | | |
| Pre-requisite / Co-requisite/ Exclusion | <u>Pre-requisite:</u> APSS331 Management in Human Services | | | | | | | | | | | | | | |
| Assessment Methods | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">100% Continuous Assessment</th> <th style="width: 25%;">Individual Assessment</th> <th style="width: 25%;">Group Assessment</th> </tr> </thead> <tbody> <tr> <td>1. Reflective Essay</td> <td style="text-align: center;">40%</td> <td style="text-align: center;">--</td> </tr> <tr> <td>2. Final Project Presentation</td> <td style="text-align: center;">--</td> <td style="text-align: center;">50%</td> </tr> <tr> <td>3. Attendance and Participation</td> <td style="text-align: center;">10%</td> <td style="text-align: center;">--</td> </tr> </tbody> </table> | | | 100% Continuous Assessment | Individual Assessment | Group Assessment | 1. Reflective Essay | 40% | -- | 2. Final Project Presentation | -- | 50% | 3. Attendance and Participation | 10% | -- |
| | 100% Continuous Assessment | Individual Assessment | Group Assessment | | | | | | | | | | | | |
| | 1. Reflective Essay | 40% | -- | | | | | | | | | | | | |
| | 2. Final Project Presentation | -- | 50% | | | | | | | | | | | | |
| | 3. Attendance and Participation | 10% | -- | | | | | | | | | | | | |
| <ul style="list-style-type: none"> • The grade is calculated according to the percentage assigned; • The completion and submission of all components of the assignments are required for passing the subject | | | | | | | | | | | | | | | |
| Objectives | | | | | | | | | | | | | | | |
| This subject will equip students with contemporary approaches, concepts and skills in managing human service organizations in a rapidly changing social and policy context. | | | | | | | | | | | | | | | |
| Intended Learning Outcomes | | | | | | | | | | | | | | | |
| Upon completion of the subject, students will be able to: <ol style="list-style-type: none"> a. Appreciate and be sensitive to new trends in the local and international management practices and how they affect human service organizations. b. Critically examine contemporary management theories, practices and issues in human service organization c. Identify, articulate, and implement new concepts, methods and skills in managing human service organizations in a rapidly changing context. | | | | | | | | | | | | | | | |
| Subject Synopsis/ Indicative Syllabus | | | | | | | | | | | | | | | |
| <ol style="list-style-type: none"> 1. Mission versus Performance 2. Managerialism and corporatization 3. Social entrepreneurship and social investment 4. Sustainability 5. Cross sectoral collaboration | | | | | | | | | | | | | | | |

| | 6. Trends in philanthropy (donor advised funds, crowdfunding etc.) 7. Technology and digitalization (blockchain, artificial intelligence) 8. Data driven nonprofits 9. Managing People (compensation programs, staffing, contracts) 10. Sectoral issues: housing, poverty, environment, youth, etc. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|-----------------------------------|-------------|--|------------|--|---------|-----------------------------|--|---|------------------------------------|---|---------|---------------------------------|--|---------------------|-----|---|---|---|--|--|--|-------------------------------|-----|---|---|---|--|--|--|---------------------------------|-----|---|---|---|--|--|--|-------|------|--|--|--|--|--|--|
| Teaching/Learning Methodology | Lecture is the main mode of teaching and learning. Seminars led by students are important to enhance active student participation. Students are expected to consolidate knowledge and skills learned in the lectures, and complement them with their own research and investigation. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assessment Methods in Alignment with Intended Learning Outcomes | <table border="1" data-bbox="456 696 1453 1211"> <thead> <tr> <th rowspan="2">Specific assessment methods/tasks</th> <th rowspan="2">% weighting</th> <th colspan="6">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th> </tr> <tr> <th>a</th> <th>b</th> <th>c</th> <th></th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>1. Reflective Essay</td> <td>40%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td></td> <td></td> </tr> <tr> <td>2. Final Project Presentation</td> <td>50%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td></td> <td></td> </tr> <tr> <td>3. Attendance and Participation</td> <td>10%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total</td> <td>100%</td> <td colspan="6"></td> </tr> </tbody> </table> <p data-bbox="456 1234 1453 1301">Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</p> <p data-bbox="456 1335 1453 1402">The Reflective Essay provides opportunities for students to critically examine a contemporary management practice or issue of their choice in a piece of writing.</p> <p data-bbox="456 1435 1453 1536">The Final Project Presentation enables students in groups to apply and implement what they have learnt in the course as a solution to the problem(s) facing a human service organization.</p> <p data-bbox="456 1570 1453 1704">Class attendance and participation are critical to ensure students have a good grasp of the content of the course, develop a clear understanding of what the teacher expects from the course, and to meet fellow students to work in a group as well as to learn directly from guest speakers.</p> | Specific assessment methods/tasks | % weighting | Intended subject learning outcomes to be assessed (Please tick as appropriate) | | | | | | a | b | c | | | | 1. Reflective Essay | 40% | ✓ | ✓ | ✓ | | | | 2. Final Project Presentation | 50% | ✓ | ✓ | ✓ | | | | 3. Attendance and Participation | 10% | ✓ | ✓ | ✓ | | | | Total | 100% | | | | | | |
| Specific assessment methods/tasks | % weighting | | | Intended subject learning outcomes to be assessed (Please tick as appropriate) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | a | b | c | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1. Reflective Essay | 40% | ✓ | ✓ | ✓ | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2. Final Project Presentation | 50% | ✓ | ✓ | ✓ | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3. Attendance and Participation | 10% | ✓ | ✓ | ✓ | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 100% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Student Study Effort Expected | <table border="1" data-bbox="448 1727 1469 2047"> <tr> <td colspan="2">Class contact:</td> <td></td> </tr> <tr> <td>▪ Lectures</td> <td></td> <td>39 Hrs.</td> </tr> <tr> <td colspan="2">Other student study effort:</td> <td></td> </tr> <tr> <td>▪ Preparation for Reflective Essay</td> <td></td> <td>20 Hrs.</td> </tr> <tr> <td>▪ Preparation for Final Project</td> <td></td> <td>40 Hrs.</td> </tr> </table> | Class contact: | | | ▪ Lectures | | 39 Hrs. | Other student study effort: | | | ▪ Preparation for Reflective Essay | | 20 Hrs. | ▪ Preparation for Final Project | | 40 Hrs. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Class contact: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ▪ Lectures | | 39 Hrs. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Other student study effort: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ▪ Preparation for Reflective Essay | | 20 Hrs. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ▪ Preparation for Final Project | | 40 Hrs. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | <ul style="list-style-type: none"> ▪ Weekly preparation before lectures | 10 Hrs. |
| | Total student study effort | 109 Hrs. |
| Reading List and References | <p><u>Essential</u></p> <p><u>Nonprofit management</u> Drucker, P. (1990). <i>Managing the Non-Profit Organization: Principles and Practices</i>. New York: Harper Collins. Renz, D.O. (2010). <i>Nonprofit Leadership and Management</i>. 3rd Edition. San Francisco: John Wiley & Sons.</p> <p><u>Sustainability</u> Brinkmann, R. (2016). <i>Introduction to Sustainability</i>. Chichester: Wiley Blackwall Sachs, J.D. (2015). <i>The Age of Sustainable Development</i>. Chichester: Columbia University Press.</p> <p><u>Philanthropy</u> Salamon, L.M. (2014). <i>New Frontiers of Philanthropy: A Guide to the New Tools and New Actors that Are Reshaping Global Philanthropy and Social Investing</i>. New York: Oxford University Press.</p> <p><u>Social Entrepreneurship</u> Kickul, J., & Lyons, T.S. (2016). <i>Understanding Social Entrepreneurship: The Relentless Pursuit of Mission in an Ever Changing World</i>. New York: Routledge.</p> | |