Subject Description Form

Subject Code	MM3111
Subject Title	Human Resource Management
Credit Value	3
Level	3
Normal Duration	1-semester
Pre-requisite/ Co-requisite/ Exclusion	**Pre-requisite:** Management and Organisation (MM2021) or equivalent
Objectives	This subject contributes to the achievement of the BBA (Hons) Programme Outcomes by enabling students with an understanding of human resource management (HRM) within organizations and to apply such concepts to analyze and solve problems in business situations. The role and purpose focus on the key theories and practices of HRM and provides the students with skills in managing human resources effectively. At the end of the course, students should understand how HRM functions, for examples, recruitment and selection, training and development, performance management, and compensation, are organized and managed with the relevant embedded ethical issues.
Subject Learning Outcomes	Upon completion of the subject, students will be able to: a. explain the basic knowledge of HRM functions in organizations; b. demonstrate an understanding of the skills involved in the management of human resources and appreciate typical everyday problems confronting human resource managers; c. understand the operational aspects of HRM including recruitment and selection, learning and development, payment systems and performance management (**BBA Outcome 14**); d. analyse, apply and reflect on HRM functions and relevant activities in relation to ethics in the work place; e. understand and evaluate the applications of artificial intelligence in HRM functions; f. Relate classroom learning to professional practice and learning in human resource management, and explore how the theories and concepts taught in the subject can inspire how they can improve and develop as lifelong learners (**BBA Outcome 13)**.
Subject Synopsis/ Indicative Syllabus	**Human Resource Planning** The processes of HR planning and how they link to corporate goals and strategies. The contribution of human resource information systems. **Recruitment and Selection** Compare and contrast alternative approaches and techniques of recruitment, selection and assessment of employees. **Employee Learning and Development** The key decisions and choices influencing organizations' investment in employee learning and development, and career management. Various approaches to training and development. Principles in developing lifelong learners. **Employee Reward and Compensation**

| | The significance of reward and compensation strategy, its purpose and the range of systems by which it can be implemented. The impact of social, economic, political and cultural contexts on employees' pay and benefits.

Performance Management
The purposes of performance management and performance appraisal in organizations. Alternative approaches to measuring employee performance. Common problems in conducting performance appraisal.

Employee Relations and Ethics
The nature and implications of the rising importance to employee relations, such as the role of trade union, how to improve employee communication, health and safety in workplace. The importance of ethics in HRM practices in organizations.

Artificial Intelligence-based HRM Practices
The applications and impacts of AI-based selection tools, customized training, coaching employees, and AI-based performance appraisal and feedback. |
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| **Teaching/Learning Methodology** | The three-hour weekly lecture aims to impart HRM functions and practices. The key to understanding HRM lies within its social, economic, political and cultural context and the lectures will aim to make links between context, activities and theory. Through the lectures, students will learn how to apply, critically review and synthesis the relevant HRM theories and concepts via case studies, exercises, in-class discussions, and group projects, etc.
Students will be required to reflect on how learning takes place in the professional context of HRM and compare it with how they learn in different scenarios. This provides a basis for students to reflect on their readiness for learning as a professional in their HR field, and how they need to adjust their mindset/approach. Students will consolidate the insights and do a piece of reflective writing. The reflective writing will be considered in the context of the students' Learning to Learn (L2L) development in their subsequent meeting with the academic advisors. |

Assessment Methods in Alignment with Intended Learning Outcomes

Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)					
		a	b	c	d	e	f
Continuous Assessment*	**50%**						
1. Individual Assignment	15%	✓	✓	✓	✓		✓
2. Group Project & Presentation	15%	✓	✓	✓	✓	✓	✓
3. Reflective Writing	5%		✓	✓	✓		✓
4. Class Participation & In-class Exercises	15%	✓	✓	✓	✓	✓	✓
Examination	**50%**	✓	✓	✓	✓	✓	✓
Total	**100 %**						

Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.

To reflect the significant technology content in this subject, 5% *(or more)* of the overall weighting of this subject is based on individual assessment concerning technology-related knowledge.

To emphasize the importance of lifelong learning, 5% of the overall weighting of this subject is based on individual assessment concerning 'Learning to Learn' reflection.

To pass this subject, students are required to obtain Grade D or above in the overall subject grade.

Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes: the various methods are designed to ensure that all students taking this subject –

1. To engage in a group project to analyze and apply HRM theories/principles to practices in organizations.

2. To write an individual assignment that explores a certain topics/areas of HRM in greater depth.

3. To write a reflective essay that consolidates students' readiness to learn as a human resource professional and to adjust their approach to learning.

4. To take a closed-book examination to demonstrate conceptual and analytical skills by presenting arguments for and/or against certain topics based on theories, and if and when appropriate, taking circumstantial practicalities into consideration.

Feedback is given to students immediately following the students' presentations and all students are invited to join the discussion.

Student Study Effort Expected	Class contact:	
	▪ Lecture	26 Hrs.
	▪ Seminars	13 Hrs.
	Other student study effort:	
	▪ Preparation for discussion	39 Hrs.
	▪ Preparation for project/ assignments	39 Hrs.
	Total student study effort	117 Hrs.

Reading List and References	***Recommended Textbook and References***
	Recommended Textbook
	Dessler, G. (2023), ***Human Resource Management,*** 17th ed., Prentice Hall.
	Recommended References
	Gomez-Mejia, L.R., Balkin, D.B., Cardy, R.L. & Carson, K.P. (2020), ***Managing Human Resources,*** 9th ed., Pearson Education.
	Noe, R.A., Hollenbeck, J.R., Gerhart, B.A. & Wright, P.M. (2023), ***Human Resource Management: Gaining a competitive Advantage,*** 13th ed., McGraw-Hill.
	Snell, S. & Morris, S. (2019), ***Managing Human Resources***, 18th ed., Cengage.
	Tsui, Anna P.Y. & Wong, Wilfred K.P. (eds.) (2020), ***Transformational HRM Practices for Hong Kong***, Hong Kong University Press.
	Verhulst, S.L. & DeCenzo, D.A. (2022) ***Fundamentals of Human Resource Management***, 14th ed., Wiley.

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