| Subject Code | MM5222 |
| --- | --- |
| **Subject Title** | HRM Seminars |
| **Credit Value** | 3 |
| **Level** | 5 |
| **Normal Duration** | 1 semester |
| **Pre-requisite/ Co-requisite/ Exclusion** | None |
| **Objectives** | The subject is designed to develop students' understanding of innovative and leading-edge people strategies in the changing landscape of human resources (HR) and talent development. Specifically, senior executives of corporations will share their experiences of how they lead, engage, motivate, empower their workforce to align business goals, thereby retain loyal customers for the sustainable development of their businesses.<br><br>This subject contributes to the achievement of the MSc HRM Programme Outcome 2 - Align HRM with organizational goals (Use HRM theories and models to align HRM processes with organizational goals). |
| **Intended Learning Outcomes** | Upon completion of the subject, students will be able to:<br><br>a) have a better understanding of how HR and talent development managers tackle emerging challenges in the business sector;<br>b) critically reflect and analyze the HR and talent development practices employed in hiring, leading, engaging, motivating, and empowering today's workforce;<br>c) create people and organizational effectiveness strategies that align to the achievement of organizational goals;<br>d) develop and broaden senior business networks that focus on HR and related professions. |
| **Subject Synopsis/ Indicative Syllabus** | HR Business Partner for People and Organizational Effectiveness<br>• Innovation in employee engagement and organizational culture<br>• Talent acquisition and post-millennial workforce<br>• Digitalization and the tech side of HRM<br>• HR and people analytics<br>• Employee wellness and resilience<br><br>Talent Development<br>• Changed landscape: Learning and development intervention<br>• Talent identification and assessment<br>• Coaching and mentoring in talent management<br>• Talent development challenges and innovation |

| Teaching/Learning Methodology | Interactive seminars in a series of HRM and talent development topics will be conducted by guest speakers who are senior executives such as CEOs, HR heads, training professionals, and successful entrepreneurs. By adopting an active learning approach, such as direct dialogues with these senior executives, discussions, and reflective exercises on the real-life case studies, students can obtain insights to synthesize knowledge learned for application into their workplaces. |
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**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 |
| **Continuous Assessment*** | **100%** | | | | |
| 1. In-class Activities | 20% | √ | √ | √ | √ |
| 2. Mid-term Quiz | 10% | √ | √ | | |
| 3. Individual Assignment | 35% | √ | √ | √ | |
| 4. Group Assignment | 35% | √ | √ | √ | √ |
| Total | 100 % | | | | |

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

To pass this subject, students are required to obtain Grade D or above in the Continuous Assessment components.

**Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:**

Students will be assessed through the in-class activities in their participation with the guest speakers on the HR and talent development practices and challenges.

The mid-term quiz assesses students' understanding and comprehension of fundamental talent development and management concepts.

In the form of a reflection journal, the individual assignment offers students opportunities to critically reflect and analyze the talent development models/theories and design workplace solutions that contribute to the organizational goals.

The group assignment allows students to discuss, present and lead a well-researched HR leadership topic for people and organizational effectiveness.

| **Student Study Effort Expected** | Class contact: | |
|---|---|---|
| | ▪ Seminars | 39 Hrs. |
| | Other student study effort: | |
| | ▪ Preparation for seminars and discussion | 39 Hrs. |
| | ▪ Assignment and group project | 39 Hrs. |
| | Total student study effort | 117 Hrs. |
| **Reading List and References** | Indicative references:<br><br>Baum, T. (2020). A changing world of work. What can we learn from the service sector about employing Millennials (and Gen Z)? *Organizational Dynamics, 49*(3), 1-8.<br><br>Corritore, M., Goldberg, A. & Srivastava, S. B. (2020). The new analytics of culture. *Harvard Business Review*, *98*(1), 76-83.<br><br>Garavan, T. N., Morley, M. J., Cross, C., Carbery, R., & Darcy, C. (2021). Tensions in talent: A micro practice perspective on the implementation of high potential talent development programs in multinational corporations. *Human Resource Management, 60*(2), 273-293. doi:http://dx.doi.org/10.1002/hrm.22048<br><br>Ibarra, H., & Scoular, A. (2019). The leader as coach. *Harvard Business Review, 97*(6), 110-119.<br><br>Suarez, F. F., & Montes, J. S. (2020). Building organizational resilience. *Harvard Business Review, 98*(6), 47-52.<br><br>Other possible sources:<br><br>&bull; Academy of Management Journal<br>&bull; Academy of Management Review<br>&bull; Human Resource Management<br>&bull; Human Resource Management Review<br>&bull; International Journal of Human Resource Management<br><br>*Additional pre-reading materials will be available at a later stage suggested by the subject lecturer and guest speakers.* |

July 2025