



POLYU POSTGRADUATE
PROGRAMMES IN
MANAGEMENT
AND
MARKETING

MSc in Human Resource Management

2022-2023

Programme Requirement Document

Programme Code: 23090-MHP/MHF

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HRM Programme Web Page

<https://www.polyu.edu.hk/mm/study/tpg/hrm/>

PolyU Student Handbook Web Page

<https://www.polyu.edu.hk/ar/web/en/for-polyu-students/student-handbook/index.html>

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Office hours:

Mondays to Fridays:

9:00 am – 1:00 pm

2:00 pm – 5:45 pm

Saturdays, Sundays & Public Holidays: Closed

FOREWORD

It is our pleasure to welcome you to the Master of Science in Human Resource Management programme offered by the Department of Management and Marketing at The Hong Kong Polytechnic University.

This programme aims to provide you with a solid foundation in the main functional areas of business, along with in-depth training in the realm of Human Resource Management. Through the well-designed courses, you will not only obtain cutting-edge knowledge about organizations, but also practical insights about talent management. You will be well supported by the ecosystem composed by our faculty members, cohort students, administrative staff, alumni, and business partners; and our professional network will bring your career to another higher level. Starting from this year, we also strive to differentiate our program from others by providing professional coaching service to our students.

This Programme Requirement Document contains important information that is of direct relevance to your studies. You are strongly advised to read it carefully and use it as a guide for working out your study plan.

We wish you an enjoyable and rewarding experience with the University.

With warmest regards

A handwritten signature in black ink, appearing to read 'Wu Liu', written in a cursive style.

Prof. Wu Liu
Professor and Head
Department of Management and Marketing

The Hong Kong Polytechnic University
Academic Calendar 2022/23 (by Semester Week)
 (Updated on 13 July 2022)

Month	Week	Mon	Tue	Wed	Thurs	Fri	Sat	Sun	Sem. Week	Events	General Holidays
Aug 2022	1	29	30	31	1	2	3	4	1	29 Aug: Sem. 1 teaching commences	<p>12 Sept: The second day following Mid-Autumn Festival</p> <p>1 Oct: National Day</p> <p>4 Oct: Chung Yeung Festival</p> <p>26 - 27 Dec: The first and second weekday after Christmas Day</p> <p>2 Jan: The day following the first day of January</p> <p>23 - 25 Jan: Lunar New Year Holidays</p> <p>5 Apr: Ching Ming Festival</p> <p>7 - 10 Apr: Easter Holidays</p> <p>1 May: Labour Day</p> <p>26 May: The Birthday of the Buddha</p> <p>22 Jun: Tuen Ng Festival</p> <p>1 Jul: The HKSAR Establishment Day</p>
Sept	2	5	6	7	8	9	10	11	2	29 Aug - 10 Sept: Add/Drop Period for Sem. 1 10 Sept: Mid-Autumn Festival (all evening classes/exams suspended)	
	3	12	13	14	15	16	17	18	3		
	4	19	20	21	22	23	24	25	4		
Oct	5	26	27	28	29	30	1	2	5		
	6	3	4	5	6	7	8	9	6	8 Oct: PolyU Undergraduate Info Day 2022 (all day-time and evening classes suspended)	
	7	10	11	12	13	14	15	16	7		
	8	17	18	19	20	21	22	23	8		
	9	24	25	26	27	28	29	30	9	29 Oct - 20 Nov: Twenty-eighth Congregation	
Nov	10	31	1	2	3	4	5	6	10		
	11	7	8	9	10	11	12	13	11		
	12	14	15	16	17	18	19	20	12		
	13	21	22	23	24	25	26	27	13	26 Nov: Sem. 1 teaching ends 28 - 30 Nov: Revision Days for Sem. 1 <u>1 - 16 Dec: Examination Period for Sem. 1</u>	
Dec	14	28	29	30	1	2	3	4	Exam.	22 Dec: Winter Solstice (all evening classes/exams suspended) 24 Dec: Christmas Eve (all evening classes/exams suspended)	
	15	5	6	7	8	9	10	11			
	16	12	13	14	15	16	17	18	Exam. result processing		
	17	19	20	21	22	23	24	25			
Jan 2023	18	26	27	28	29	30	31	1	Lunar New Year Break	9 Jan: Sem. 2 teaching commences 9 - 21 Jan: Add/Drop Period for Sem. 2 21 Jan: Lunar New Year's Eve (all evening classes/exams suspended) 22 - 29 Jan: Lunar New Year Break (all day-time and evening classes suspended)	
	19	2	3	4	5	6	7	8			
	20	9	10	11	12	13	14	15			
	21	16	17	18	19	20	21	22	2		
	22	23	24	25	26	27	28	29	3		
Feb	23	30	31	1	2	3	4	5	Exam. result processing		
	24	6	7	8	9	10	11	12			
	25	13	14	15	16	17	18	19			
	26	20	21	22	23	24	25	26			
Mar	27	27	28	1	2	3	4	5	Exam. result processing		
	28	6	7	8	9	10	11	12			
	29	13	14	15	16	17	18	19			
	30	20	21	22	23	24	25	26			
Apr	31	27	28	29	30	31	1	2	Exam.		
	32	3	4	5	6	7	8	9			
	33	10	11	12	13	14	15	16			
	34	17	18	19	20	21	22	23			
	35	24	25	26	27	28	29	30			
May	36	1	2	3	4	5	6	7	Exam. result processing		
	37	8	9	10	11	12	13	14			
	38	15	16	17	18	19	20	21			
	39	22	23	24	25	26	27	28			
Jun	40	29	30	31	1	2	3	4	Exam. result processing		
	41	5	6	7	8	9	10	11			
	42	12	13	14	15	16	17	18			
	43	19	20	21	22	23	24	25			
Jul	44	26	27	28	29	30	1	2	Exam. result processing		
	45	3	4	5	6	7	8	9			
	46	10	11	12	13	14	15	16			
	47	17	18	19	20	21	22	23			
	48	24	25	26	27	28	29	30			
Aug	49	31	1	2	3	4	5	6	Exam. result processing		
	50	7	8	9	10	11	12	13			
	51	14	15	16	17	18	19	20			
	52	21	22	23	24	25	26	27			
27 Aug: Academic Year 2022/23 ends											

General Holidays

Important dates on assessment:

Finalisation of all subject assessment results
 Finalisation of overall assessment results
 Announcement of overall assessment results

Semester 1	Semester 2	Summer Term
4-Jan	16-May	25-Jul
12-Jan	24-May	2-Aug
13-Jan	25-May	3-Aug

PART I: GENERAL INFORMATION

1. PROGRAMME OVERVIEW

The Master of Science in Human Resource Management programme provides skills and knowledge related to the effective management of people and organizations. It aims at two different types of managers. First, it provides a general management education for those with the responsibility for managing people and organizations, with subjects covering organizational behavior, strategic management, international business, leadership, and negotiation and conflict management. Second, with an appropriate choice of electives, such as human resource development, pay and benefits, and hrn seminars, it provides a thorough professional training for those seeking specialist careers in human resource management.

2. PROGRAMME AIMS AND CHARACTERISTICS

This programme combines theoretical knowledge with application of theories to understand and solve organizational issues. It helps students to manage effectively.

Characteristics

- (i) A conversion programme for general and HR professionals and managers
- (ii) A wide range of people management courses
- (iii) Emphasis on both theory and practice
- (iv) Local and global perspectives in private and public sectors

3. PROGRAMME OUTCOMES AND LEARNING OBJECTIVES

- (i) Solve business problems
Learning Objective a:
Understand the principles and practices of management and ethics, and apply theories to solve business issues.

Learning Objective b:
Recognize the role of technology in the practice of people management
- (ii) Align HRM with organizational goals
Learning Objective :
Use HRM theories and models to align HRM processes with organizational goals
- (iii) Tap organization members' potential
Learning Objective :
Explain human psychology and dynamics, and apply theories to tap organization members' potential to achieve organizational goals

4. ENTRANCE REQUIREMENTS

The minimum entrance requirements for this award are:

- (i) a Bachelor's degree or equivalent professional qualifications, preferably with at least one year of relevant work experience.
- (ii) applicants, normally aged 27 or above, with other post-secondary qualifications and at least 6 years of work experience in industry, commerce or public administration, including 3 years in

a managerial capacity, will also be considered.

If you are not a native speaker of English and your Bachelor's Degree or equivalent qualification was awarded by an institution at which the medium of instruction is not English, you are expected to fulfill the University's minimum English language requirement for admission. Please refer to the "Admissions Requirements" section of Study@PolyU for details.

5. PROGRAMME STRUCTURE

5.1 Programme Information

Programme Code and Title:

23090 Master of Science in Human Resource Management

Award:

Master of Science in Human Resource Management

Medium of Instruction:

English

5.2 Credit Requirements

Students are required to obtain the credit requirements specified below for the relevant award:

Award	No. of Credits	No. of Required Subjects
MSc – Non-dissertation Option	31	4 Compulsory Subjects & 1 Ethics Subject & 6 Elective Subjects
MSc – Dissertation Option	31	4 Compulsory Subjects & 1 Ethics Subject & 2 Elective Subjects & 1 Research Methods Subject & Dissertation (9 credits)
PgD	21	4 Compulsory Subjects & 3 Elective Subjects

The programme leads to the Master of Science in Human Resource Management award. Students admitted to the MSc programme may apply for early exit with a Postgraduate Diploma (PgD), subject to meeting the specified credit requirements.

Students who subsequently decide to graduate with a PgD must apply to the Department of Management and Marketing by submitting an application for graduation **Form AR84c**.

5.3 Mode and Duration of Study

This is a mixed-mode programme with lectures scheduled for weekday evenings and/or Saturday afternoons. The academic year is organized into two semesters of 13 weeks with three contact hours normally per subject per week.

Actual number of class meetings may vary in light of certain conditions in the offering semester, such as the arrangement of public holidays; or other pedagogical needs of subject teachers.

The duration of the programme is as follows:

Part-time study load

	MSc	PgD
Normal Duration	2.5 years	2 years

Full-time study load

	MSc	PgD
Normal Duration	1.5 years	1 year

Students who are admitted in or after 2020-21 will be deregistered from the programme if they exceed the normal duration for completion of their programme unless prior approval has been obtained from relevant authorities. Students should apply for extension of study duration by using **Form AR9** via [eStudent](#) before the commencement of the semester examination period of the programme concerned.

5.4 Subject Offerings

Non-dissertation Option	Dissertation Option
Compulsory Subjects (4 subjects – 12 credits)	
MM5112 Organization and Management MM514 Human Resource Management MM515 Organizational Behaviour MM517 Human Resource Development	
Ethics Subject (1 credit)	
MM5021 Business Ethics	
Elective Subjects (Any 6 subjects – 18 credits)	Elective Subjects (Any 2 subjects – 6 credits)
MM501 Research Methods MM516 Management of Pay and Benefits MM518 Employee Relations MM5191 Negotiation and Conflict Management MM5201 Global Leadership in the Asian Context MM5221 Human Resource Management in China MM5222 HRM Seminars MM5231 Strategic Human Resource Management MM5271 Wellbeing at Work MM5281 Mediation at Workplace MM531 Strategic Management MM534 Entrepreneurship MM539 International Management MM5424 Management Information Systems MM554 Political and Economic Environment for Management MM576 Marketing Management MM5921 Practice of Human Resource Management	MM516 Management of Pay and Benefits MM518 Employee Relations MM5191 Negotiation and Conflict Management MM5201 Global Leadership in the Asian Context MM5221 Human Resource Management in China MM5222 HRM Seminars MM5231 Strategic Human Resource Management MM5271 Wellbeing at Work MM5281 Mediation at Workplace MM531 Strategic Management MM534 Entrepreneurship MM539 International Management MM5424 Management Information Systems MM554 Political and Economic Environment for Management MM576 Marketing Management
	Dissertation Subjects (12 credits)
	MM501 Research Methods (3 credits) MM592 HRM Dissertation (9 credits)

Subject to university's minimum enrolment requirement, not all subjects will be offered each year. And, registration is subject to the availability of quota.

Students at MSc level are allowed to choose **at most 1 elective**, equivalent to 3 credits, from the Common Pool to fulfill the elective requirements of the programme. Please visit

<https://www.polyu.edu.hk/fb/study/tpg-landing/common-pool-electives/> for subject lists and subject syllabuses. **Students should strictly comply with the prescriptions of the programme curriculum when performing subject registration. Those who fail to meet the programme requirements will NOT be allowed to graduate.** Credit transfer/exemption will not be granted for subjects chosen from the Common Pool, unless the elective subject concerned falls within the programme curriculum.

5.5 Recommended Progression Pattern

The programme offers a structured progression pattern¹, and students are highly encouraged to follow the pattern to benefit from a cohort-based study. However, being credit-based, the programme allows you the flexibility to proceed at your own pace according to your time commitment and learning needs.

Non-dissertation Option

- Part-time study load

	Year One	Year Two
Semester One	2 Compulsory Subjects	2 Elective Subjects
Semester Two	2 Compulsory Subjects 1 Ethics Subject	2 Elective Subjects
Summer Term²	1 Elective Subject	1 Elective Subject

- Full-time study load

	Year One
Semester One	2 Compulsory Subjects 2-3 Elective Subjects
Semester Two	2 Compulsory Subjects 1 Ethics Subject 2 Elective Subjects
Summer Term²	1-2 Elective Subjects

Dissertation Option

- Part-time study load

	Year One	Year Two	Year Three
Semester One	2 Compulsory Subjects	1 Elective Subject Research Methods	HRM Dissertation
Semester Two	2 Compulsory Subjects 1 Ethics Subject	HRM Dissertation	
Summer Term²	1 Elective Subject		

¹ Patterned subjects on offer are subject to change without prior notice. Students can enquire the class timetable of the semester concerned via <http://www.polyu.edu.hk/student> upon release of the relevant class timetable.

² Summer Term is optional.

- **Full-time study load**

	Year One	Year Two
Semester One	2 Compulsory Subjects Research Methods	1 Elective Subject HRM Dissertation
Semester Two	2 Compulsory Subjects 1 Ethics Subject HRM Dissertation	
Summer Term²	1 Elective Subject	

5.6 Programme Curriculum Pattern

The **institutional learning outcomes** are as follows:

- (i) **Professional competence of specialists/leaders of a discipline/profession** - Graduates of PolyU TPg programmes will possess in-depth knowledge and skills in their area of study and be able to apply their knowledge and contribute to professional leadership.
- (ii) **Strategic thinking** - Graduates of PolyU TPg programmes will be able to think holistically and analytically in dealing with complex problems and situations pertinent to their professional practice. They will be versatile problem solvers with good mastery of critical and creative thinking skills, who can generate practical and innovative solutions.
- (iii) **Lifelong learning capability** - Graduates of PolyU TPg programmes will have an enhanced capability for continual professional development through inquiry and reflection on professional practice.

The above institutional learning outcomes are appropriately addressed by the totality of the programme learning outcomes of the programme, as set out below:

Programme Learning Outcomes and Learning Objectives	Addressed by Subjects
<p>1. Solve business problems</p> <p>Learning Objective 1a : Understand the principles and practices of management, and ethics, and apply theories to solve business issues.</p>	<p><u>Compulsory Subjects</u> MM5021 Business Ethics MM5112 Organization and Management <u>Reinforced by Elective Subjects</u> MM501 Research Methods MM531 Strategic Management MM534 Entrepreneurship MM539 International Management MM554 Political and Economic Environment for Management MM576 Marketing Management</p>
<p>Learning Objective 1b: Recognize the role of technology in the practice of people management</p>	<p><u>Compulsory Subjects</u> MM5021 Business Ethics MM5112 Organization and Management MM514 Human Resource Management MM515 Organizational Behaviour MM517 Human Resource Development <u>Reinforced by Elective Subjects</u> MM501 Research Methods MM5221 Human Resource Management in China MM5231 Strategic Human Resource Management MM531 Strategic Management MM534 Entrepreneurship MM5424 Management Information Systems MM576 Marketing Management</p>
<p>2. Align HRM with organizational goals</p> <p>Learning Objective 2: Use HRM theories and models to align HRM processes with organizational goals</p>	<p><u>Compulsory Subject</u> MM514 Human Resource Management MM517 Human Resource Development <u>Reinforced by Elective Subjects</u> MM516 Management of Pay and Benefits MM518 Employee Relations MM5221 Human Resource Management in China MM5222 HRM Seminars MM5231 Strategic Human Resource Management MM592 HRM Dissertation MM5921 Practice of HRM</p>

<p>3. Tap organization members' potential.</p> <p>Learning Objective : Explain human psychology and dynamics, and apply theories to tap organization members' potential to achieve organizational goals</p>	<p><u>Compulsory Subject</u> MM515 Organizational Behaviour</p> <p><u>Reinforced by Elective Subjects</u> MM5191 Negotiation and Conflict Management MM5201 Global Leadership in the Asian Context MM5271 Wellbeing at Work MM5281 Mediation at Workplace</p>
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6. PROGRAMME MANAGEMENT AND OPERATION

A Programme Committee is formed to exercise the overall academic and operational responsibility for the Programme and its development within policies, procedures and regulations defined by the University. Its composition comprises academics and student representatives.

The Programme Director and/or Deputy Programme Director and/or Programme Manager are responsible for the day-to-day management and operation of the programme, student admissions, teaching and learning matters, quality assurance (QA) and programme development. Their prime role is to ensure the programme is delivered according to the established QA mechanism.

7. COMMUNICATIONS WITH STUDENTS

While we work to communicate clearly and in a timely manner with students according to University regulations and procedures, it is the responsibility of students to help maintain the effectiveness of the communication process. Students should ensure that their up-to-date personal and correspondence details are provided to the University and the relevant departments; and check relevant correspondence channels regularly to obtain the latest information regarding their studies and the status of any related applications (e.g. late assessment, appeal of subject results, add/drop of subjects, deferment, etc) lodged. Failure in doing so will not constitute any grounds for appeals/complaints against consequences/decisions of the relevant matters and applications.

8. SUBJECT REGISTRATION

8.1 Add/Drop of Subjects

In addition to programme registration, students need to register for subjects at specified period prior to the commencement of the semester.

If you wish to change the subjects enrolled, you may do so through the online add/drop system during the 2-week add/drop period (one week for summer term). You are advised not to make any changes to the subjects pre-assigned to you by the Department without consulting your Department/Academic Advisor. In case you wish to drop all subjects for a semester, you must first seek approval from your Department for zero subject enrolment. Otherwise, you may be considered as having decided to withdraw from study on the programme concerned. Dropping of subjects after the add/drop period is not allowed. If you have a genuine need to do so, it will be handled as withdrawal of subject.

If you have taken more credits, you will receive a second debit note on the remaining tuition fee about 5 weeks after the commencement of the semester. If you have taken less credits, a refund will be made.

8.2 Withdrawal of Subjects

If you have a genuine need to withdraw a subject after the add/drop period, you should submit a written request for withdrawal of subject to your programme offering department. Such requests will be considered by both the Programme Director and subject teacher concerned if there are strong justifications and when the tuition fee of the subject concerned has been settled. Deadline for requests for subject withdrawal will be specified by the teaching department and in any case, it will not be entertained after the commencement of the examination period.

For approved cases, the tuition fees paid for the withdrawn subject will not be refunded. The withdrawn subjects will be shown under the “Assessment Result” of [eStudent](#) and in the transcript of studies.

9. SUBJECT EXEMPTION AND CREDIT TRANSFER

Irrespective of the extent of previous study or credits recognized, all students studying in PolyU should complete at least one third of the normal credit requirement in order to be eligible for the PolyU award.

If you consider your previous study relevant to your current programme, you may apply for subject exemption by using **Form AR41e** or credit transfer by using **Form AR41c** via [eStudent](#).

9.1 Subject Exemption

You may be granted exemption from taking certain subjects if you have successfully completed similar subjects in another programme. The credits associated with the exempted subject will not be counted for satisfying the credit requirements of your programme. You should consult your Department and take another subject in its place.

9.2 Credit Transfer

You should submit an application for credit transfer upon your initial enrolment on the programme or before the end of the add/drop period of the first semester of your first year of study. Late applications may not be considered. For students whose tuition fees are charged by credits, a credit transfer fee of HK\$145 per credit will be charged.

The validity period of subject credits earned is eight years from the year of attainment, i.e. the year in which the subject is completed, unless otherwise specified by the department responsible for the content of the subject (e.g. the credit was earned in 2018-19, then the validity period should count from 2019 for eight years). Credits earned from previous studies should remain valid at the time when the student applies for transfer of credits.

Subject to the terms and conditions stipulated in the Notice of Offer, there is a limit on the maximum number of credits that could be transferred. If the credits attained from previous study are from PolyU, the total credits transferred should not exceed 67% of the required credits for the award. If the credits gained are from other institutions, the total credits transferred should not exceed 50%. In cases where both types of credits are transferred, not more than 50% of the required number of credits for the academic award may be transferred. Grades may or may not be given for the transferred credits.

All credits transferred will be counted for satisfying the award requirements. Transferred credits may be counted for meeting the requirements of more than one degree.

For credit transfer of retaken subjects, the grade attained in the last attempt should be taken in the

case of credit transfer with grade being carried over. Students applying for credit transfer for a subject taken in other institutions are required to declare that the subject grade used for claiming credit transfer was attained in the last attempt of the subject in their previous studies. If a student fails in the last attempt of a retaken subject, no credit transfer should be granted, despite the fact that the student may have attained a pass grade for the subject in the earlier attempts.

Students should not be granted credit transfer for a subject which they have attempted and failed in their current study unless the subject was taken by the student as an exchange-out student in his/her current programme.

10. RETAKING OF FAILED SUBJECTS

Students may only retake a subject which they have failed (i.e. Grade F or S or U). After the announcement of subject results in a semester, you should check whether you have failed any subject via [eStudent](#) and arrange for retaking of the subject during subject registration.

The number of retake of each subject is restricted to a maximum of two. The second retake of a failed subject requires the approval of the Faculty / School Board. Students who have failed a compulsory subject after two retakes will be deregistered. Departments may impose more stringent regulations on the retaking of particular types of subjects, e.g. practicum and clinical placement, and would inform students of such cases, if any.

Students can retake a failed subject the first time via [eStudent](#) directly during the subject registration period and add/drop period. For a second retake of a failed subject, students should complete **Form AR160** instead and return it to the programme offering departments to seek approval.

When you retake a failed subject, only the grade obtained in the final attempt of the retake will be included in the calculation of Grade Point Average (GPA) and GPA for award classification. Although the original grade will not be included in the calculation of GPAs, it will be shown on the transcript of studies. You should refer to this Document to ascertain the requirements, in particular for subjects offered in consecutive semesters, for retaking failed subjects, or seek advice from the Department concerned.

Students paying credit fee will be charged for the retaken subjects.

11. ZERO SUBJECT ENROLMENT

If you do not wish to take any subject in a semester, you must seek approval from your Department to retain your study place by submitting **Form AR112** via [eStudent](#) before the start of the semester and in any case not later than the end of the add/drop period. Otherwise, your registration and student status with the University will be withdrawn. The semesters during which you are allowed to take zero subject will be counted towards the total period of registration (or maximum period of registration for students admitted in or before 2019/20) for the programme concerned.

You will receive result notification from the department normally within two weeks. Students who have been approved for zero subject enrolment are allowed to retain their student status and continue using campus facilities and library facilities. A fee of HK\$2,105 per semester for retention of study place will be charged.

12. DEFERMENT OF STUDY

You may apply for deferment of study if you have a genuine need to do so, such as illness or posting to work outside Hong Kong. The deferment period will not be counted towards the total period of

registration (or maximum period of registration for students admitted in or before 2019/20).

You are required to submit an application for deferment of study by using **Form AR7** via [eStudent](#) to the programme offering department. You will be informed of the result of your application in writing or via e-mail by the Department normally within three weeks from the date of application.

It is necessary for you to settle all the outstanding tuition fee and/or other fees in order to have your application for deferment processed if the application is submitted after the start of a semester. All fees paid are non-refundable. Alternatively, you may apply for zero subject enrolment to reserve your study place.

Students who have been approved for deferment of study can retain their student identity card for use upon their resumption of study. You will be advised to settle the tuition fee and complete the subject registration procedures upon expiry of the deferment period. If you do not receive such notification one week before the commencement of the Semester, you should enquire at the Academic Registry.

13. WITHDRAWAL OF STUDY

13.1 Official Withdrawal

If you wish to discontinue your study at the University before completing your programme, it is necessary for you to complete the withdrawal procedure by using **Form AR6** via [eStudent](#). Fees paid for the semester which you are studying will not be refunded.

Application for withdrawal of study for the current semester must be submitted before the commencement of the examination period. Application submitted after the commencement of the examination period will not be processed. Application for withdrawal of study for the following academic year/semester should be submitted before the commencement of that academic year/semester.

Your application will not be processed if you have not cleared outstanding matters with the various departments/offices concerned, such as settling outstanding fees/fines and Library loans and clearing your locker provided by the Student Affairs Office.

The relevant Faculty/School will inform you in writing or via e-mail of the result of your application, normally within three weeks after you have cleared all the outstanding items as mentioned above.

Upon confirmation of your official withdrawal, you will be eligible for the refund of the caution money paid if you have no outstanding debts to the University.

All fees are non-refundable. However, current students who apply for withdrawal of study before the commencement of the relevant semester will be eligible for refund of the tuition fee paid for that semester.

If you discontinue your study at the University without completing proper withdrawal procedures, you will be regarded as having unofficially withdrawn and the caution money paid at first registration will be confiscated.

13.2 Discontinuation of Study

If you discontinue your study without following the proper procedures for official withdrawal, you will be regarded as having given up your study at the University. In such cases, you will not be eligible for the refund of caution money and shall not be considered for re-admission to the same programme-stream in the following academic year.

13.3 De-registration

Students who have been de-registered on ground of academic failure shall not be considered for re-admission to the same programme-stream (sub-code) in the following academic year.

14. ASSESSMENT METHODS

Students' performance in a subject can be assessed by continuous assessments and/or examinations, at the discretion of the individual subject offering Department. Where both continuous assessment and examinations are used, the weighting of each in the overall subject grade shall be clearly stated in this document. Learning outcome should be assessed by continuous assessment and/or examination appropriately, in line with the outcome-based approach.

Continuous assessment may include tests, assignments, projects, laboratory work, field exercises, presentations and other forms of classroom participation. Continuous Assessment assignments which involve group work should nevertheless include some individual components therein. The contribution made by each student in continuous assessment involving a group effort shall be determined and assessed separately, and this can result in different grades being awarded to students in the same group.

15. PASSING A SUBJECT

In order to pass in a subject offered by the School/Departments in the Faculty of Business (i.e. subjects with prefix of AF/LGT/MM/FB), all students have to obtain Grade D or above in the overall subject grade.

16. ASSESSMENT OF DISSERTATION

16.1 General Regulations

Human Resource Management Dissertation is equivalent to 9 credits; and students must satisfy the appropriate pre-requisites before they can enrol in the dissertation. The normal period for completion is 2 semesters and the maximum period is 4 semesters from the date of registration. Break of study is normally not permitted once a student registers for dissertation and students are expected to pursue their dissertation in consecutive semesters.

Students who are unable to complete their dissertation in two semesters may apply for extension up to a maximum of two additional semesters (making a total of 4 semesters), subject to satisfactory reports on progress from the Dissertation Supervisor. Such extensions will require the approval of the Programme Director and will only be approved under exceptional circumstances.

When permission is granted to extend the dissertation registration, the student will be required to pay a 3-credit course fee for each additional semester.

16.2 Procedures for Preparing the Dissertation

Students interested in doing the dissertation should approach potential supervisors who may be interested in supervising their projects. Each student will choose his/her Dissertation Supervisor from the academic staff teaching the programme, on the basis of mutual agreement.

After getting matched with a Dissertation Supervisor, students should prepare a dissertation proposal together with a Dissertation Registration Form for approval by the Programme Director no later than the last teaching day of the semester in which the student first registers for

dissertation.

Once a dissertation proposal is approved, the student shall proceed at once to carry out the work. The maximum number of dissertation proposals which a student may submit is two. Students should be aware that approval to commence a dissertation is by no means automatic.

Under normal circumstances, with the agreement of the supervisor, students may prepare for assessment after satisfactory progress. THREE unbound copies of the dissertation together with a Dissertation Submission Form to the supervisor and one copy shall be kept by the student one month prior to the end of the normal period.

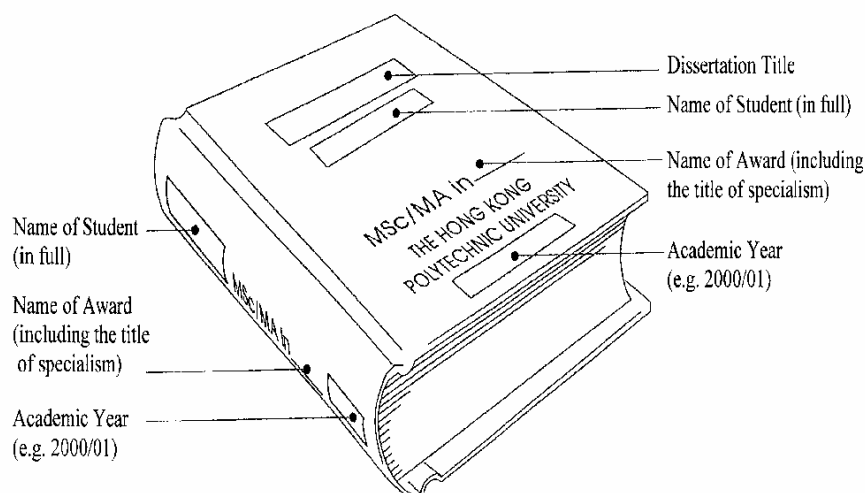
16.3 Assessment of Dissertation

The dissertation will be assessed by an Assessment Panel consisting of Dissertation Supervisor and two other faculty members (a second assessor and a moderator) nominated by the Programme Director.

The Dissertation Supervisor shall make arrangements on a mutually convenient time and place for an oral examination with presence of assessors after submission of the unbound copies of the dissertation.

Students are required to submit ONE bound copy of the dissertation to their Programme Director via their Dissertation Supervisor within one month after the completion of the dissertation (i.e. the announcement of the assessment grade).

Rough Sketch of a Bound Dissertation



17. GRADING

Assessment grades shall be awarded on a criterion-reference basis. A student's overall performance in a subject shall be graded as follows:

Grade	Description	Grade Point
A+	Excellent	4.3
A		4.0
A-		3.7
B+	Good	3.3
B		3.0
B-		2.7
C+	Satisfactory	2.3
C		2.0
C-		1.7
D+	Pass	1.3
D		1.0
F	Failure	0

'F' is a subject failure grade, whilst all others ('D' to 'A+') are subject passing grades. No credit will be earned if a subject is failed.

At the end of each semester/term, a Grade Point Average (GPA) will be computed as follows, and based on the numeral grade point of all the subjects:

$$\text{GPA} = \frac{\sum \text{Subject Grade Point} \times \text{Subject Credit Value}}{\sum \text{Subject Credit Value}}$$

where n = number of all subjects (inclusive of failed subjects) taken by the student up to and including the latest semester/term. For subjects which have been retaken, only the grade point obtained in the final attempt will be included in the GPA calculation.

In addition, the following subjects will be excluded from the GPA calculation:

- (i) Exempted subjects
- (ii) Ungraded subjects
- (iii) Incomplete subjects
- (iv) Subjects for which credit transfer has been approved without any grade assigned
- (v) Subjects from which a student has been allowed to withdraw

Subject which has been given an "S" code, i.e. absent from examination, will be included in the GPA calculation and will be counted as "zero" grade point. GPA is thus the unweighted cumulative average calculated for a student, for all relevant subjects taken from the start of the programme to a particular point of time. GPA is an indicator of overall performance.

Any subject passed after the graduation requirement has been met or subjects taken on top of the prescribed credit requirements for award shall not be taken into account in the grade point calculation for award classification.

18. PROGRESSION AND DE-REGISTRATION

A student will normally have “progressing” status unless he/she falls within any one of the following categories which shall be regarded as grounds for de-registration from the programme:

- (i) The student has exceeded the maximum period of registration for that programme, as specified in the Programme Requirement Document (applicable to students admitted in or before 2019/20);
- (ii) The student has reached the final year of the normal period of registration for that programme, as specified in the Programme Requirement Document, unless approval has been given for extension (applicable to students admitted in or after 2020/21);
- (iii) The student has reached the maximum number of retakes allowed for a failed compulsory subject;
- (iv) The student’s GPA is lower than 1.70 for two consecutive semesters and his/her Semester GPA in the second semester is below 1.70; or
- (v) The student’s GPA is lower than 1.70 for three consecutive semesters.

When a student falls within any of the categories as stipulated above, except for category (ii) with approval for extension, the Board of Examiners shall de-register the student from the programme without exception.

Notwithstanding the above, the Board of Examiners will have the discretion to de-register students with extremely poor academic performance before the time frame specified in (iv) and (v) above.

The progression of students to the following academic year will not be affected by the GPA obtained in an optional Summer Term and that the Summer Term study does not constitute a substantial requirement for graduation.

19. ACADEMIC PROBATION

The academic probation system is implemented to give prior warning to students who need to make improvement in order to fulfill the GPA requirement of the University. Starting from Semester One of 2020-21 academic year, you will be put on academic probation in the following semester if your GPA is below 1.70. If you are able to obtain a GPA of 1.70 or above by the end of the probation semester, the status of “academic probation” will be lifted. The status of “academic probation” will be reflected under the “Assessment Results” of [eStudent](#). However, this status will not be displayed in the transcript of studies.

To improve the academic performance of students on academic probation, students on academic probation are required to seek academic advice on study load and subjects to be taken. These students will normally be required to take a study load of not more than 15 credits. Students should, within one week of assessment results announcement, complete the Form ‘Study Load for Students on Academic Probation’ (**Form AR150**) indicating the proposed study plan and meet with the Academic Advisor(s) to finalize the subjects and number of credits to be taken in the semester following academic probation.

20. ELIGIBILITY FOR AWARD

A student would be eligible for the award of Master of Science in Human Resource Management or Postgraduate Diploma in Human Resource Management or Postgraduate Certificate in Human Resource Management on satisfying ALL the conditions listed below:

- (i) accumulation of the requisite number of credits for the award, as defined in the Programme Requirement Document.
- (ii) satisfying all the “compulsory” and “elective” requirements as defined in the Programme Requirement Document and as specified by the University; and
- (iii) having a GPA of 1.70 or above at the end of the programme.

A student is required to graduate as soon as he/she satisfies all the above conditions for award. Upon confirmation of eligibility to graduate or leaving the University, registration for subjects (including the follow-on term of consecutive subjects) in the following semester/Summer Term will be nullified and removed.

21. AWARD CLASSIFICATIONS

The following award classifications apply to your programme:

Award Classification	Award GPA Range
Distinction	3.60 – 4.30
Credit	3.00 – 3.59
Pass	1.70 – 2.99

22. LATE ASSESSMENT

If you have been absent from an examination or are unable to complete all assessment components of a subject because of illness, injury or other unforeseeable reasons, you may apply for a late assessment. Application in writing should be made to the Head of Department offering the subject within five working days from the date of the examination together with any supporting documents such as a medical certificate. Approval of applications for late assessment and the means for such late assessments shall be given by the Head of Department offering the subject or the Subject Teacher concerned, in consultation with the Programme Director.

In case you are permitted to take a late assessment, that examination or other forms of assessment will be regarded as a first assessment and the actual grade attained will be awarded.

23. PROCEDURES FOR APPEAL

23.1 Appeals against Decisions on Subject Results

Students appealing against the decision on their assessment results shall pay a fee of HK\$125. Payment forms are obtainable at the Academic Registry Service Centre. Softcopies of the payment form can also be sent to students via email by their programme offering departments or the Academic Registry upon request. If more than one examination paper is involved, an extra fee of HK\$125 shall be charged for each additional paper. The fee shall be refunded if the appeal is successful / upheld.

A student should make his / her appeal in writing to his / her Head of Department within one calendar week upon the public announcement of his / her overall results, i.e. the date when the results are announced to students via the web. The Head of Department shall deal with the appeal if the student is studying in a department-based programme / scheme. If the student is studying in other types of programmes / schemes, the Head of Department shall refer the appeal to the

Scheme Committee Chairman for Postgraduate Schemes.

The appeal should be accompanied by a copy of the fee receipt, for inspection by the Department concerned. The student should give a complete account of the grounds for the appeal in the letter, and provide any supporting evidence.

Departments should inform the student concerned of the appeal result within one calendar week after either the announcement of the student's overall result or receipt of the letter of appeal, whichever is later.

If the appellant is dissatisfied with the decision, he / she may then appeal in writing to the Registrar within one calendar week from the date of the post-mark of the Department's reply letter. He / She should provide the following information together with other relevant documents in support of the appeal:

- name in English and Chinese;
- student number;
- programme title, year and class of study;
- subject results appealing against; and
- grounds for appeal.

The Registrar shall then refer the case to the Academic Appeals Committee, who shall determine whether there are prima facie grounds for a reconsideration of the decision of the Subject Teacher / SARP concerned.

The decisions of the Academic Appeals Committee shall be final within the University.

23.2 Appeals against Decisions on De-registration

Students appealing against the decisions on de-registration shall pay a fee of HK\$125. Payment forms are obtainable from the Academic Registry Service Centre. Softcopies of the payment form can also be sent to students via email by their programme offering departments or the Academic Registry upon request. The fee shall be refunded if the appeal is successful / upheld.

Students should complete and submit **Form AR149** "Appeal against the Decision of BoE on De-registration" to the General Office of the Department hosting the programme / award (or to the Faculty / School Office if the programme / award is hosted by the Faculty/ School, within one calendar week upon the public announcement of the overall results, i.e. the date when the results are announced to students via the web. When submitting the form, the appellant has the responsibility to make known to the Academic Appeals Committee (AAC) full details and evidence that would support his / her appeal.

The appeal by the students will be considered by the Academic Appeals Committee, which will deliberate the appeal cases making reference to the recommendations of the programme-hosting Department / Faculty and the Faculty Dean / School Board Chairman.

The decisions of the Academic Appeals Committee shall be final within the University.

23.3 Appeals against Decisions on Award Classification

Students appealing against the decisions on award classification shall pay a fee of HK\$125. Payment forms are obtainable from the Academic Registry Service Centre. Softcopies of the payment form can also be sent to students via email by their programme offering departments or the Academic Registry upon request. The fee shall be refunded if the appeal is successful / upheld.

A student should make his / her appeal in writing to his / her Head of Department within one calendar week upon the public announcement of the overall results, i.e. the date when the results are announced to students via the web. He / She should provide the following information together with relevant documentation, if any, in support of the appeal:

- (i) name in English and Chinese;
- (ii) student number;
- (iii) programme title, year and class of study; and
- (iv) grounds for appeal.

The Head of Department shall then refer the case to the Chairman of Academic Appeals Committee, who shall determine whether there are *prima facie* grounds for a reconsideration of the decision of BoE's and / or other authorized parties of the University.

The decisions of the Academic Appeals Committee shall be final within the University.

24. DISMISSAL OF CLASS

If the subject teacher does not show up after 30 minutes of the scheduled start time, the class is considered cancelled and appropriate follow up arrangements (e.g. rescheduled class, make-up class, etc) will be announced to students in due course.

25. PLAGIARISM AND BIBLIOGRAPHIC REFERENCING

The University views plagiarism and copying of copyright materials, without the licence of the copyright owner, as a serious disciplinary offence. Students should comply with the University's policy on plagiarism in continuous assessment, bibliographic referencing and photocopying of copyright materials.

Plagiarism

- (i) Plagiarism refers to the act of using the creative works of others (e.g. ideas, words, images or sound, etc) in one's own work without proper acknowledge of the sources.
- (ii) Students are required to submit their original work and avoid any possible suggestion of plagiarism in the work they submit for grading or credit.
- (iii) The University/Faculty views plagiarism, whether committed intentionally or because of ignorance or negligence, as a serious disciplinary offence. Excuses such as "not knowing what is required" or "not knowing how to do it" will not be accepted.
- (iv) Depending on the seriousness of the plagiarism cases, students may be referred to the Student Discipline Committee for investigation and decision. If a student is found guilty of the alleged offence, penalties considered appropriate by the Committee may be imposed. These may include:
 - suspension of studies for a specified period of time;
 - expulsion for a specified period or indefinitely; and
 - any other penalties as considered appropriate

26. PREVENTION OF BRIBERY ORDINANCE

PolyU staff members may in no circumstances solicit or accept an advantage. For relevant details, please refer to the Prevention of Bribery Ordinance (Chapter 201) of the Laws of Hong Kong at <http://www.legislation.gov.hk>.

27. COPYRIGHT AND USAGE OF ONLINE LEARNING MATERIALS

The learning and teaching platforms of The Hong Kong Polytechnic University ('PolyU') are for the use of PolyU students to facilitate their learning. The student shall use the platforms and the materials available (including teaching sessions conducted by staff of PolyU) for their personal study only. Where a student needs to download or save the materials available on the platforms for the permitted purposes, the student shall take all necessary measures to prevent their access by other parties. The materials are copyright protected. Save for the permitted purposes, no copying, distribution, transmission or publication of the materials in whole or in part in any form is permitted.

This Programme Requirement Document is subject to review and changes, which the programme offering Faculty/Department/School/College may decide to make from time to time. Students will be informed of the changes as and when appropriate.

For details of all the regulations covered in this publication, please refer to the Student Handbook of the relevant year.

The information in this document is correct at the time of production (December 2022), and is subject to review and change.