

<b>Subject Code</b>	MM5921
<b>Subject Title</b>	Practice of Human Resource Management
<b>Credit Value</b>	3
<b>Level</b>	5
<b>Normal Duration</b>	1-semester
<b>Pre-requisite/Co-requisite/Exclusion</b>	<p><b>Pre-requisite:</b> Managing Organizations and People (MM511) or Organization and Management (MM5112)</p> <p><b>Exclusion:</b> HRM Dissertation (MM592)</p>
<b>Objectives</b>	<p>This is an individual project-based subject. It provides students the opportunity to explore and integrate people management concepts in analysing and solving workplace problems or issues.</p> <hr/> <p>This subject contributes to the achievement of the MSc HRM Programme Outcome 2 (Use HRM theories and models to align HRM processes with organizational goals).</p>
<b>Intended Learning Outcomes</b>	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> <li>a. gain experience in the process of identifying and analysing problems;</li> <li>b. integrate knowledge learned through taught subjects and apply it to analysing and solving HRM problems</li> </ol>
<b>Subject Synopsis/ Indicative Syllabus</b>	<p>Students work individually and independently on a people management problem under the supervision of a faculty member, and submit project proposal and final paper for grading purposes.</p> <p>Students must submit the following for assessment:</p> <ol style="list-style-type: none"> <li>(a) <b>Project proposal</b> – To be submitted in Week 5. The proposal should clearly identify the problem or issue to be tackled and an action plan to solve it. If it is a research project, there should be a preliminary literature review, a draft research methodology and a timeline for completing the project on time.</li> <li>(b) <b>Final report</b> – To be submitted at end of semester (normally Week 13). The paper should not be over 5,000 words (excluding appendices where applicable).</li> </ol> <p>A research paper is assessed according to the following criteria:</p> <ul style="list-style-type: none"> <li>• Does the report provide a clear definition of the problem or issue to be studied? Is this sufficiently within the scope of the student's award?</li> <li>• Is there a sufficient review of prior knowledge and research in the field? Is this review accurate, sufficiently critical, and of sufficient depth and breadth to provide a sound basis for the student's own work?</li> <li>• Has an appropriate methodology been used? Here the concern is with methods of data and information gathering, and analytical techniques.</li> <li>• Have appropriate conclusions been drawn?</li> <li>• To what extent does the project provide clear and actionable recommendations for management (either managers in a specific organisation or managers at large)?</li> <li>• Overall, does the project demonstrate an effective application of knowledge in the field of study?</li> </ul>

	The assessment criteria for proposal and final paper for other projects will be provided by supervisors. In lieu of project proposals, students may be required to participate in practice sessions/workshops and complete corresponding individual work for assessment.																																							
<b>Teaching/Learning Methodology</b>	There is no scheduled class meeting nor examination. Students work individually and independently under the guidance and supervision of a faculty member. The supervisor guides the student through the learning process and monitors the student's progress through periodic meetings. Regular consultation sessions between the supervisor and the student should be scheduled throughout the semester.																																							
<b>Assessment Methods in Alignment with Intended Learning Outcomes</b>	<table border="1" data-bbox="429 483 1477 992"> <thead> <tr> <th data-bbox="432 483 802 651" rowspan="2">Specific assessment methods/tasks</th> <th data-bbox="802 483 959 651" rowspan="2">% weighting</th> <th colspan="4" data-bbox="959 483 1474 584">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th> </tr> <tr> <th data-bbox="959 584 1078 651">a.</th> <th data-bbox="1078 584 1198 651">b.</th> <th data-bbox="1198 584 1318 651"></th> <th data-bbox="1318 584 1474 651"></th> </tr> </thead> <tbody> <tr> <td data-bbox="432 651 802 719"><b>Continuous Assessment*</b></td> <td data-bbox="802 651 959 719"><b>100%</b></td> <td data-bbox="959 651 1078 719"></td> <td data-bbox="1078 651 1198 719"></td> <td data-bbox="1198 651 1318 719"></td> <td data-bbox="1318 651 1474 719"></td> </tr> <tr> <td data-bbox="432 719 802 853">1. Project proposal/ Practice and individual journal</td> <td data-bbox="802 719 959 853">40%</td> <td data-bbox="959 719 1078 853">✓</td> <td data-bbox="1078 719 1198 853"></td> <td data-bbox="1198 719 1318 853"></td> <td data-bbox="1318 719 1474 853"></td> </tr> <tr> <td data-bbox="432 853 802 920">2. Final report</td> <td data-bbox="802 853 959 920">60%</td> <td data-bbox="959 853 1078 920">✓</td> <td data-bbox="1078 853 1198 920">✓</td> <td data-bbox="1198 853 1318 920"></td> <td data-bbox="1318 853 1474 920"></td> </tr> <tr> <td data-bbox="432 920 802 992">Total</td> <td data-bbox="802 920 959 992">100 %</td> <td colspan="4" data-bbox="959 920 1474 992"></td> </tr> </tbody> </table> <p data-bbox="424 1010 1487 1070"><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each supervisor.</i></p> <p data-bbox="424 1104 1487 1164">To pass this subject, students are required to obtain Grade D or above in the overall subject grade.</p> <p data-bbox="424 1205 1487 1301"><b>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</b> the project proposal and the final paper are designed to ensure that the student –</p> <ul data-bbox="488 1339 1302 1435" style="list-style-type: none"> <li>▪ engage in a guided process of problem-based investigation;</li> <li>▪ explore skills in problem identification and problem solving; and</li> <li>▪ apply learning to designing solutions for workplace issues.</li> </ul> <p data-bbox="424 1473 1487 1534">For practice-based projects, the combination of practice and individual journal, plus a final report can ensure that the student –</p> <ul data-bbox="501 1572 1426 1704" style="list-style-type: none"> <li>▪ immerse themselves in a process of discovery;</li> <li>▪ reflect on their skills in problem identification and problem solving; and</li> <li>▪ apply their learning to their leadership and people management practice at work.</li> </ul>						Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)				a.	b.			<b>Continuous Assessment*</b>	<b>100%</b>					1. Project proposal/ Practice and individual journal	40%	✓				2. Final report	60%	✓	✓			Total	100 %				
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<b>Student Study Effort Expected</b>	Student study effort:																																							
	▪ Preparation for Project Proposal				47 Hrs.																																			
	▪ Preparation for Final Paper				70 Hrs.																																			
	Total student study effort					117 Hrs.																																		

<b>Reading List and References</b>	Under the supervision and guidance of an academic member of staff, the student conducts a thorough literature review relevant to the chosen topic.
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July 2024