

Subject Code	MM514
Subject Title	Human Resource Management
Credit Value	3
Level	5
Normal Duration	1-semester
Pre-requisite/ Co-requisite/ Exclusion	Managing Organizations and People (MM511)
Role and Purposes	<ul style="list-style-type: none"> • To enable students to approach Human Resource Management in a systematic manner and to recognize its importance for strategic management; • To enable students to reflect and where appropriate, modify policies and practices internal to the organization with reference to pressures from external institutions; • To help students to come to terms with the complex nature of the employment relationship and how the interlocking tasks of Human Resource management respond to changes which occur over time in individual employees and the workforce as a whole.
Subject Learning Outcomes	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> a. have a better understanding of the latest relevant theories, practices and functional activities of human resource management; b. think critically about key issues of the subject; c. employ some of the HRM theories and models to diagnose the practical problems in the workplace and come up with proper solutions to deal with these problems; d. synthesize and digest new ideas, discoveries, and cutting-edge HRM theories from various sources, such as academic journals, popular management books, and professional management magazines; e. develop key skills needed for professional success, including skills of inter-personal communication, teamwork, problem solving, and oral and written presentation.
Subject Synopsis/ Indicative Syllabus	<ul style="list-style-type: none"> • Human Resource Management and Professional Ethics • Strategic Human Resources Management • Human Resource Planning • Job Analysis and Design • Recruitment and Selection • Training and Development • Performance Management • Compensation and Benefits • Recognition and Reward • Employee Relations and Engagement • International Human Resources Management

Teaching/Learning Methodology	HRM concepts and procedures are discussed in lectures and seminars, while students are expected to demonstrate a detailed knowledge of theory and practice via case analysis and practical problem solving. Students are exposed to the traditional aspects of the subject, while current and emerging issues are also addressed. Seminars and cases provided student opportunities to apply HRM concepts to the Hong Kong situation.																																																										
Assessment Methods in Alignment with Intended Learning Outcomes	<table border="1" data-bbox="424 353 1482 958"> <thead> <tr> <th data-bbox="424 353 831 517" rowspan="2">Specific assessment methods/tasks</th> <th data-bbox="831 353 991 517" rowspan="2">% weighting</th> <th colspan="5" data-bbox="991 353 1482 450">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th> </tr> <tr> <th data-bbox="991 450 1086 517">a.</th> <th data-bbox="1086 450 1182 517">b.</th> <th data-bbox="1182 450 1278 517">c.</th> <th data-bbox="1278 450 1374 517">d.</th> <th data-bbox="1374 450 1482 517">e.</th> </tr> </thead> <tbody> <tr> <td data-bbox="424 517 831 584">Continuous Assessment*</td> <td data-bbox="831 517 991 584">50%</td> <td data-bbox="991 517 1086 584"></td> <td data-bbox="1086 517 1182 584"></td> <td data-bbox="1182 517 1278 584"></td> <td data-bbox="1278 517 1374 584"></td> <td data-bbox="1374 517 1482 584"></td> </tr> <tr> <td data-bbox="424 584 831 651">1. Individual paper</td> <td data-bbox="831 584 991 651">20%</td> <td data-bbox="991 584 1086 651">✓</td> <td data-bbox="1086 584 1182 651">✓</td> <td data-bbox="1182 584 1278 651">✓</td> <td data-bbox="1278 584 1374 651">✓</td> <td data-bbox="1374 584 1482 651">✓</td> </tr> <tr> <td data-bbox="424 651 831 719">2. Group presentation</td> <td data-bbox="831 651 991 719">20%</td> <td data-bbox="991 651 1086 719">✓</td> <td data-bbox="1086 651 1182 719">✓</td> <td data-bbox="1182 651 1278 719">✓</td> <td data-bbox="1278 651 1374 719">✓</td> <td data-bbox="1374 651 1482 719">✓</td> </tr> <tr> <td data-bbox="424 719 831 819">3. Class attendance and participation in discussion</td> <td data-bbox="831 719 991 819">10%</td> <td data-bbox="991 719 1086 819">✓</td> <td data-bbox="1086 719 1182 819"></td> <td data-bbox="1182 719 1278 819">✓</td> <td data-bbox="1278 719 1374 819"></td> <td data-bbox="1374 719 1482 819">✓</td> </tr> <tr> <td data-bbox="424 819 831 887">Examination</td> <td data-bbox="831 819 991 887">50%</td> <td data-bbox="991 819 1086 887">✓</td> <td data-bbox="1086 819 1182 887">✓</td> <td data-bbox="1182 819 1278 887">✓</td> <td data-bbox="1278 819 1374 887">✓</td> <td data-bbox="1374 819 1482 887">✓</td> </tr> <tr> <td data-bbox="424 887 831 958">Total</td> <td data-bbox="831 887 991 958">100 %</td> <td colspan="5" data-bbox="991 887 1482 958"></td> </tr> </tbody> </table> <p data-bbox="424 981 1482 1037">*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</p> <p data-bbox="424 1059 1482 1126">To pass this subject, students are required to obtain Grade D or above in both the Continuous Assessment and Examination components.</p> <p data-bbox="424 1160 1482 1261">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 to have a balanced learning experience.</p> <p data-bbox="424 1283 1482 1350">Feedback is given to students immediately following the presentations and all students are invited to join this discussion.</p>					Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)					a.	b.	c.	d.	e.	Continuous Assessment*	50%						1. Individual paper	20%	✓	✓	✓	✓	✓	2. Group presentation	20%	✓	✓	✓	✓	✓	3. Class attendance and participation in discussion	10%	✓		✓		✓	Examination	50%	✓	✓	✓	✓	✓	Total	100 %					
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Reading List and References	<p data-bbox="424 1809 1482 2045"><u>Textbooks</u> Gary, Dessler (2015), <i>Human Resource Management</i>, Global Edition 14/e, Pearson Education Limited, Harlow, Essex, England. Gomez-Mejia, L.R., Balkin, D.B. and Cardy, R.L. (2016) <i>Managing Human Resources</i>, 8/e, Pearson. Noe, R.A., Hollenbeck, J.R., Gerhart, B. & Wright, P.M. (2015) <i>Human Resource Management: Gaining a Competitive Advantage</i>, 9/e. McGraw-Hill Education.</p>																																																										

	<p><u>Other Reference books</u></p> <p>Beardwell, J. and Thompson, A. (eds.) (2014) <i>Human Resource Management: A Contemporary Approach</i>, 7/e. Pearson Education.</p> <p>Cascio, W.F. (2010) <i>Managing Human Resource</i>, 9/e. McGraw-Hill Irwin.</p> <p>Clarke, M (2011). <i>Readings in HRM and Sustainability</i>. Prahran, Vic.: Tilde University Press.</p> <p>Henderson, I. (2011). <i>Human Resource Management for MBA Students</i>, 2/e. London: Chartered Institute of Personnel and Development.</p> <p>Tsui, A.P.Y. & Lai K.T. (ed.) (2009) <i>Professional Practices of Human Resource Management in Hong Kong</i>. Hong Kong University Press.</p> <p><u>Journals and Periodicals</u></p> <p><i>Academy of Management Journal</i></p> <p><i>Asia Pacific Journal of Human Resources</i></p> <p><i>Compensation & Benefits Review</i></p> <p><i>HR Magazines</i></p> <p><i>Human Resource Management</i></p> <p><i>Human Resources</i></p> <p><i>International Journal of Human Resource Management</i></p> <p><i>People Management</i></p> <p><i>Personnel Review</i></p> <p><i>Training & Development Journal</i></p> <p><i>Workforce</i></p> <p>Other local business magazines and newspapers, e.g. <i>South China Morning Post</i></p>
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