

Subject Code	MM559
Subject Title	Human Resource Management in the Public Sector
Credit Value	3
Level	5
Normal Duration	1-semester
Pre-requisite/ Co-requisite/ Exclusion	None
Role and Purposes	This subject introduces the main issues and distinctive challenges facing human resources management in the public sector. In addition to the generic concepts and theories about HRM in the public sector developed in the field of public personnel management, this subject focuses on two contextual issues, and their impact on HRM study and practices: the evolving public management reforms sweeping the world in the recent decades, and the local political, social and legal context for HRM practices in the public sector. Students are encouraged to reflect on experiences and arguments developed in the western (mainly U.S.) context and evaluate whether they are also relevant to understanding HRM in the public sector in Hong Kong.
Subject Learning Outcomes	Upon completion of the subject, students will be able to: <ol style="list-style-type: none"> Understand and analyze the main human resource management issues in the public sector; Understand and explain the similarities and differences of human resource management in the public and private sectors; Understand the development of public sector human resource management in Hong Kong and how it is related to the changes in broader social and political environment.
Subject Synopsis/ Indicative Syllabus	<ul style="list-style-type: none"> • The importance of HRM • The Civil Service Systems: Continuity and Change • Strategic Human Resource Management and Planning • Equal Employment Opportunity, Social Equity, and Workforce Diversity • Position Management • Recruitment and Selection • Compensation and Benefits • Performance Appraisal • Training and Development • Labour Relations
Teaching/Learning Methodology	Lectures, class activities and group project (presentation and written report)

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.		
	Continuous Assessment*	50%					
	1. Group presentation	15%			✓		
	2. Individual Written report	15%			✓		
	3. Class participation	20%	✓	✓	✓		
	Examination	50%	✓	✓	✓		
	Total	100 %					
<p><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</i></p> <p>To pass this subject, students are required to obtain Grade D or above in both the Continuous Assessment and Examination components.</p> <p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</p> <p>The various methods are designed to ensure that all students taking this subject read the required materials and participate in class activities to achieve the learning outcomes.</p> <p>Feedback is given to students immediately following the presentations and all students are invited to join this discussion.</p>							
Student Study Effort Expected	Class contact:						
	▪ Lectures		39 Hrs.				
	Other student study effort:						
	▪ Preparation for lectures		39 Hrs.				
	▪ Preparation for assignment / group project and presentation / examination		39 Hrs.				
	Total student study effort		117 Hrs.				
Reading List and References	Evan Berman, James Bowman, Jonathan West and Montgomery Wart, <i>Human Resource Management in Public Service</i> , Second edition, Sage Publications, 2006.						
	Carolyn Ban and Norma Riccucci, <i>Public Personnel Management: Current Concerns, Future Challenges</i> , third edition, Addison-Wesley Longman, 2002.						
	Dennis Daley, <i>Strategic Human Resource Management: People and Performance Management in the Public Sector</i> , Prentice Hall, 2002.						
	R. Wayne Mondy and Robert Noe, <i>Human Resource Management</i> , 9 th edition, Prentice Hall, 2005.						