

Subject Description Form

Subject Code	SFT211FB
Subject Title	Talent Management
Credit Value	3
Level	2
Pre-requisite/ Co-requisite/ Exclusion	Nil
Objectives	The subject gives an overview of the environment, trends, and approaches to human resource management.
Intended Learning Outcomes	<p>Upon completion of the subject, students will be able to:</p> <ul style="list-style-type: none"> (a) gain the foundational knowledge and principles of human resource management for fashion business (b) conduct job analysis and develop strategies for acquiring, training, and developing human resources for fashion organizations (c) identify challenges related to human resources in the fashion industry and analyze ways for managing and compensating them (d) integrate critical and emerging human resource issues and goals to building successful global human resource management strategies in fashion organizations (e) demonstrate systematic and analytic problem-solving skills and nurture professionalism, communication skills, and team spirit.
\Subject Synopsis/ Indicative Syllabus	<p>(I) The human resource environment</p> <ul style="list-style-type: none"> – Managing human resources – Trends in human resource management – Equal employment opportunity, affirmative action, and workforce diversity <p>(II) Acquiring, training, and developing human resources</p> <ul style="list-style-type: none"> – Strategic planning, human resource planning, and job analysis – Recruiting human resources – Selecting employees and placing them in jobs – Training employees – Developing employees for future success

	<p>(III) Assessing and improving performance</p> <ul style="list-style-type: none"> – Creating and maintaining high-performance organizations – Managing employees' performance – Separating and retaining employees <p>(IV) Compensating human resources</p> <ul style="list-style-type: none"> – Direct financial compensation (monetary compensation) – Indirect financial compensation (employee benefits) <p>(V) Meeting other HR goals</p> <ul style="list-style-type: none"> – Labor unions and collective bargaining – Internal employee relations – Employee safety, health, and wellness – Managing human resources globally 																																																				
Teaching/Learning Methodology	<p><i>Lectures</i> will provide fundamental knowledge (i.e., the concepts and theories) of human resource management.</p> <p><i>Tutorials</i> will be used to introduce real-life examples of human management issues in the fashion industry landscape, and to walk students through the group or individual project/assignment development.</p> <p><i>Group/individual projects</i> will be given to develop students' ability to analyze the human resource environments of fashion brands and propose innovative and relevant talent management strategies for the brands.</p> <p><i>In-class participation</i> will be very important in tutorials and group discussions.</p>																																																				
Assessment Methods in Alignment with Intended Learning Outcomes	<table border="1"> <thead> <tr> <th rowspan="2">Specific assessment methods/tasks</th><th rowspan="2">% weighting</th><th colspan="5">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th></tr> <tr> <th>a</th><th>b</th><th>c</th><th>d</th><th>e</th></tr> </thead> <tbody> <tr> <td>Continuous Assessment</td><td>50%</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr> <tr> <td><i>1. Group project</i></td><td><i>30%</i></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr> <tr> <td><i>2. Individual assignment and participation</i></td><td><i>20%</i></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td></td></tr> <tr> <td>Examination</td><td>50%</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td></td></tr> <tr> <td>Total</td><td>100%</td><td colspan="5"></td></tr> </tbody> </table>						Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)					a	b	c	d	e	Continuous Assessment	50%	✓	✓	✓	✓	✓	<i>1. Group project</i>	<i>30%</i>	✓	✓	✓	✓	✓	<i>2. Individual assignment and participation</i>	<i>20%</i>	✓	✓	✓	✓		Examination	50%	✓	✓	✓	✓		Total	100%					
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	<p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes: The assessment methods will be designed to assess diverse aspects of students' the learning outcomes.</p>	
Student Study Effort Expected	Class contact:	
	• Lecture	26 Hrs.
	• Tutorial	12 Hrs.
	Other student study effort:	
	• Group project	67 Hrs.
	Total student study effort	105 Hrs.
Reading List and References	<p><u>Books</u></p> <p>Noe, R. A. (2017). <i>Fundamentals of human resource management</i>. Boston, Mass. McGraw-Hill.</p> <p>Mathis, R. L., Jackson, J. H., Valentine, S. R., & Meglich, P. (2016). <i>Human resource management</i>. Cengage Learning.</p> <p><u>Journal articles</u></p> <p>Schuler, R. S., Budhwar, P. S., & Florkowski, G. W. (2002). International human resource management: review and critique. <i>International Journal of Management Reviews</i>, 4(1), 41-70.</p> <p><u>News articles</u></p> <p>Human Capital and HR News - Weekly Updates from Deloitte HR Morning</p>	