

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) or Organization and Management (MM5112)
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 term 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 interpersonal 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 Resource Management • Human Resource Planning • Job Analysis and Design • Recruitment and Selection • Training and Development • Performance Management • Compensation and Benefits • Occupational Safety and Health • Employee Relations and Engagement • International Human Resource 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	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	30%	✓	✓	✓	✓	✓
	2. Group presentation	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 the overall subject grade.</p> <p>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>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	<p><u>Textbooks</u> Dessler, G. (2016). <i>Human Resource Management</i>, Global Edition 15th Edition, Pearson.</p> <p><u>Other Reference books</u> Chan, A.W., Mak, W.M. Mak and Bannister, B.J. (2002). <i>Managing Human Resources in Hong Kong</i>, 3rd Edition, Thomson/Sweet and Maxwell Asia, Hong Kong. Gomez-Mejia, L.R., Balkin, D.B. and Cardy, R.L. (2016). <i>Managing Human Resources</i>, 8th Edition, Pearson. Henderson, I. (2011). <i>Human Resource Management for MBA Students</i>, 2nd Edition, Chartered Institute of Personnel and Development, London. Mondy, R.W. and Martocccchio, J.J. (2016). <i>Human Resource Management</i>, 14th Edition, Pearson. Noe, R.A., Hollenbeck, J.R., Gerhart, B. & Wright, P.M. (2015). <i>Human Resource Management: Gaining a Competitive Advantage</i>, 9th Edition. McGraw-Hill. Rue, L.W., Ibrahim, N.A. and Byars, L.L. (2016). <i>Human Resource Management</i>, 11th Edition, McGraw-Hill.</p>						

Tsui, A.P.Y. and Lai K.T. (ed.) (2009). *Professional Practices of Human Resource Management in Hong Kong*, Hong Kong University Press, Hong Kong.

Journals and Periodicals

Academy of Management Journal

Asia Pacific Journal of Human Resources

Compensation & Benefits Review

HR Magazines

Human Resource Management

Human Resources

International Journal of Human Resource Management

People Management

Personnel Review

Training & Development Journal

Workforce

Other local business magazines and newspapers, e.g. *South China Morning Post*