

<b>Subject Code</b>	MM517
<b>Subject Title</b>	Human Resource Development
<b>Credit Value</b>	3
<b>Level</b>	5
<b>Normal Duration</b>	1-semester
<b>Pre-requisite/ Co-requisite/ Exclusion</b>	Human Resource Management (MM514)
<b>Role and Purposes</b>	<p>This course contributes to the achievement of the outcomes of the postgraduate programme namely Master of Science in Management (Human Resource Management) in the Faculty of Business by developing students with professional knowledge and understanding of contemporary topics and issues in Human Resource Development (HRD).</p> <p>The objective of this subject is to help Human Resource Management (HRM) practitioners acquiring competencies in Human Resource Development, so as to develop themselves as effective managers contributing to the success and growth of the organizations.</p>
<b>Subject Learning Outcomes</b>	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> <li>state the importance and contributions of HRD;</li> <li>explain the major roles and activities of management in HRD;</li> <li>identify and assess HRD needs in organisations in order to design, develop, implement and evaluate appropriate HRD programmes in them; and</li> <li>apprehend and critically evaluate the contemporary topics and ethical issues in HRD.</li> </ol>
<b>Subject Synopsis/ Indicative Syllabus</b>	<p><b>Foundations of HRD</b> The importance of contributions of HRD in organisation. The relationship between HRM and HRD/Training. HRD functions. Roles and competencies of HRD professionals.</p> <p><b>Learning and HRD</b> Learning and instruction. Maximising learning. The learning process. Learning strategies and styles. Adult Learning.</p> <p><b>Framework for HRD</b> The HRD process: assessing HRD needs, designing effective HRD programmes, implementing HRD programmes, and evaluating HRD programmes.</p> <p><b>HRD Applications</b> HRD applications in the public, private and voluntary sectors in Hong Kong as well as in global organisation.</p> <p><b>Contemporary Topics and Issues in HRD</b> Contemporary HRD topics and ethical issues. The roles and activities of management in HRD. Management development, career management and development.</p>

<b>Teaching/Learning Methodology</b>	<p>Focus will be placed on theoretical discussions of the main concepts and issues, followed by experiential exercises in applying relevant HRD concepts and techniques to real-life scenarios. Students are expected to participate actively in class activities and discussions.</p> <p>Contemporary topics and issues in HRD will be covered to arouse the learning interest of students.</p>																																																		
<b>Assessment Methods in Alignment with Intended Learning Outcomes</b>	<table border="1" data-bbox="432 416 1469 1041"> <thead> <tr> <th rowspan="2">Specific assessment methods/tasks</th> <th rowspan="2">% weighting</th> <th colspan="4">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> </tr> </thead> <tbody> <tr> <td><b>Continuous Assessment*</b></td> <td><b>50%</b></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>1. Individual assignment</td> <td>20%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>2. Group project</td> <td>20%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>3. Class participation and activities</td> <td>10%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td><b>Examination</b></td> <td><b>50%</b></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td><b>Total</b></td> <td><b>100 %</b></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <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 <b>both</b> the Continuous Assessment and Examination components.</p> <p><b>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</b></p> <p>The above assessment methods are designed to ensure that the students will:</p> <ol style="list-style-type: none"> <li>1. maximise their learning during group discussions and active participation in various exercises and activities, and transfer the learning from the classroom to their workplaces; and</li> <li>2. demonstrate their understanding, analytical and evaluation abilities on the taught materials in the individual assignment, group project, and the closed-book examination.</li> </ol>					Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)				a.	b.	c.	d.	<b>Continuous Assessment*</b>	<b>50%</b>					1. Individual assignment	20%	✓	✓	✓	✓	2. Group project	20%	✓	✓	✓	✓	3. Class participation and activities	10%	✓	✓	✓	✓	<b>Examination</b>	<b>50%</b>	✓	✓	✓	✓	<b>Total</b>	<b>100 %</b>				
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## Reading List and References

### Recommended Textbooks

Noe, R. A. (2017). *Employee Training and Development*. Seventh Edition, McGraw-Hill.

Werner, J. M. & DeSimone, R. L. (2012). *Human Resource Development*, Sixth Edition, South Western Cengage Learning.

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Rock, D., & Donde, R. (2008). Driving organisational change with internal coaching Programmes: part two. *Industrial and Commercial Training*, 40(2), 75-80.

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development. *Journal of Management Development*, 25(4), 368-385.

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