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| Subject Code | MM5921 |
| Subject Title | Practice of Human Resource Management |
| Credit Value | 3 |
| Level | 5 |
| Normal Duration | 1-semester |
| Pre-requisite/ Co-requisite/ Exclusion | Pre-requisite: All foundation and core subjects Exclusion: HRM Dissertation (MM592) |
| Role and Purposes | This is an individual project-based subject. It provides students the opportunity to apply integrated HRM knowledge to analysing and solving workplace problems or issues. |
| Subject Learning Outcomes | Upon completion of the subject, students will be able to: <ul style="list-style-type: none"> a. collect relevant information for identifying and analysing problems; b. integrate knowledge learned through taught subjects and apply it to analysing and solving HRM problems; and c. manage project and present results. |
| Subject Synopsis/ Indicative Syllabus | <p>Students work individually and independently on an HRM project under the supervision of an academic member of staff, and submit project proposal and final paper for grading purposes.</p> <p>Students must submit the following for assessment:</p> <p>(a) Project proposal – To be submitted in Week 5. The proposal should clearly identify the problem or issue to be tackled and a detailed action plan for collecting relevant data for solving it. There should be a preliminary literature review, a draft research methodology and a timeline for completing the project on time.</p> <p>(b) Final paper – To be submitted at end of semester (normally Week 13). The paper should not be over 5,000 words (excluding appendices where applicable). Paper is assessed according to the following criteria:</p> <ul style="list-style-type: none"> • Does the report provide a clear definition of the problem or issue to be studied? Is this sufficiently within the scope of the student’s award? • Is there a sufficient review of prior knowledge and research in the field? Is this review accurate, sufficiently critical, and of sufficient depth and breadth to provide a sound basis for the student’s own work? • Has an appropriate methodology been used? Here the concern is with methods of data and information gathering, and analytical techniques. • Have appropriate conclusions been drawn? • To what extent does the project provide clear and actionable recommendations for management (either managers in a specific organisation or managers at large)? • Overall, does the project demonstrate an effective application of knowledge in the field of study? |
| Teaching/Learning Methodology | There are no classes; nor examination. The student works individually and independently under the guidance and supervision of an academic member of staff. The supervisor guides the student in the areas of topic selection, readings, research method, data collection, data analysis and overall project management; monitors the student’s progress through periodic meetings; and grades the student’s submitted works. Regular consultation sessions between the supervisor and the student should be scheduled throughout the semester. |

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| 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* | 100% | | | | |
| | 1. Project proposal | 40% | ✓ | | | |
| | 2. Final paper | 60% | ✓ | ✓ | ✓ | |
| Total | 100 % | | | | | |
| <p><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each supervisor.</i></p> <p>To pass this subject, students are required to obtain Grade D or above in the Continuous Assessment components.</p> | | | | | | |
| <p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes: the project proposal and the final paper are designed to ensure that the student –</p> <ul style="list-style-type: none"> ▪ engage in an independent problem-based research project; ▪ acquire project management, problem identification and problem solving skills; and ▪ apply knowledge learned to designing solutions for actual workplace issues. | | | | | | |
| Student Study Effort Expected | Student study effort: | | | | | |
| | ▪ Preparation for Project Proposal | | 47 Hrs. | | | |
| | ▪ Preparation for Final Paper | | 70 Hrs. | | | |
| | Total student study effort | | 117 Hrs. | | | |
| Reading List and References | Under the supervision and guidance of an academic member of staff, the student conducts a thorough literature review relevant to the chosen topic. | | | | | |