

<b>Subject Code</b>	MM514
<b>Subject Title</b>	Human Resource Management
<b>Credit Value</b>	3
<b>Level</b>	5
<b>Normal Duration</b>	1-semester
<b>Pre-requisite/<del>Co-requisite/</del>Exclusion</b>	Managing Organizations and People (MM511) or Organization and Management (MM5112)
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To enable students to approach Human Resource Management in a systematic manner;</li> <li>• To enable students to reflect and where appropriate, modify policies and practices internal to the organization with reference to pressures from external institutions;</li> <li>• To help students to embrace the complex nature of employment relationships and understand how the interlocking tasks of Human Resource Management respond to changes which occur over time in individual employees and the workforce as a whole.</li> </ul>
<b>Intended Learning Outcomes</b>	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> <li>a. have a better understanding of the latest relevant theories, practices and functional activities of human resource management;</li> <li>b. 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;</li> <li>c. 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;</li> <li>d. develop key skills needed for professional success, including skills of interpersonal communication, teamwork, problem solving, and oral and written presentation;</li> <li>e. understand the principles and practices of HRM, and develop entrepreneurship to apply theories to solve business issues that are increasingly affected by technologies such as AI, blockchain, and data science.</li> </ol>
<b>Subject Synopsis/ Indicative Syllabus</b>	<ul style="list-style-type: none"> <li>• Human Resource Management and Professional Ethics</li> <li>• Human Resource Planning</li> <li>• Job Analysis and Design</li> <li>• Recruitment and Selection</li> <li>• Performance Management</li> <li>• Compensation and Benefits</li> <li>• Occupational Safety and Health</li> <li>• Employee Relations and Engagement</li> <li>• International Human Resource Management</li> </ul>
<b>Teaching/Learning Methodology</b>	HRM concepts 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.
	<b>Continuous Assessment*</b>	<b>50%</b>					
	1. Class attendance and participation	10%	✓	✓	✓	✓	✓
	2. Individual assignment	10%	✓	✓	✓	✓	✓
	3. Group project	30%	✓	✓	✓	✓	✓
	<b>Examination</b>	<b>50%</b>	✓	✓	✓	✓	✓
	Total	100 %					
<p>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</p> <p>To reflect the significant technology content in this subject, 10% (or more) of the overall weighting of this subject is based on individual assessment concerning technology-related knowledge.</p> <p>To pass this subject, students are required to obtain Grade D or above in the overall subject grade.</p> <p><b>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</b> the various methods are designed to ensure that all students taking this subject 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>							
<b>Student Study Effort Expected</b>	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.				
<b>Reading List and References</b>	<p><u>Indicative references:</u>  Dessler, G. (2023). <i>Human Resource Management</i>, 17<sup>th</sup> Edition, Pearson.</p> <p>Noe, R.A., Hollenbeck, J.R., Gerhart, B. &amp; Wright, P.M. (2023). <i>Human Resource Management: Gaining a Competitive Advantage</i>, 13<sup>th</sup> Edition. McGraw-Hill.</p> <p><u>Journals and Periodicals</u>  <i>Academy of Management Journal</i>  <i>Asia Pacific Journal of Human Resources</i>  <i>Compensation &amp; Benefits Review</i>  <i>HR Magazines</i></p>						

	<p><i>Human Resource Management</i> <i>Human Resources</i> <i>International Journal of Human Resource Management</i> <i>People Management</i> <i>Personnel Review</i> <i>Training &amp; Development Journal</i> <i>Workforce</i></p> <p>Other local business magazines and newspapers, e.g. <i>South China Morning Post</i></p>
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