

**City University of Hong Kong**

**Information on a Course  
offered by Department of Management  
with effect from Semester A in 2014 / 2015**

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**Part I**

**Course Title:** Human Resources Management

**Course Code:** MGT5316

**Course Duration:** One Semester

**Credit Units:** 3

**Level:** P5

**Medium of Instruction:** English

**Prerequisites:** *(Course Code and Title)* Nil

**Precursors:** *(Course Code and Title)* Nil

**Equivalent Courses:** *(Course Code and Title)* Nil

**Exclusive Courses:** *(Course Code and Title)* MGT 6311 Human Capital Management  
MGT 6314 Global Human Resources Management  
FB 6311 Strategic Human Resources Management  
MGT 6318 Employee Engagement and Performance

**Part II**

**Course Aims**

*This course aims to*

- Develop in students an overview and understanding of the principles and concepts of human resource management in the contemporary environment.
- Enable students to appreciate and evaluate the challenges and complexities faced when managing people and the human resource management functions.
- Provide students with the opportunities to devise appropriate people management strategies to support and add value to organizations.

## Course Intended Learning Outcomes (CILOs)

*Upon successful completion of this course, students should be able to:*

No.	CILOs	Weighting (if applicable)
1.	Display knowledge of the relationship between human resource management and organizational strategy, and knowledge of the principles and practices of human resource management. [Knowledge & Understanding]	25%
2.	Enhanced ability to understand the subtleties and controversies that surround the concepts of human resource management, as well as the practical ability to translate theoretical knowledge into practical contexts. [Applications of Concepts]	25%
3.	Critically analyze and evaluate a wide range of perspectives on working practices, develop holistic modes of thinking, to inform evaluation of alternatives in complex contexts. [Analysis & Evaluation]	25%
4.	Identify complex problems in the areas of human resource management and strategy, evaluate alternative course of action, and provide appropriate solutions in a rapidly changing environment [Appraisal of Evidence]	25%

## Teaching and Learning Activities (TLAs)

*(Indicative of likely activities and tasks designed to facilitate students' achievement of the CILOs. Final details will be provided to students in their first week of attendance in this course)*

CILO No.	TLAs	Hours/week (if applicable)
CILO 1	Lecture, in-class discussion and exercises	13 weeks
CILO 2	Case analysis	13 weeks
CILO 3	Mid-term Quiz	13 weeks
CILO 4	Group Debate	13 weeks

## Assessment Tasks/Activities

*(Indicative of likely activities and tasks designed to assess how well the students achieve the CILOs. Final details will be provided to students in their first week of attendance in this course)*

100% Coursework

CILO No.	Type of Assessment Tasks/Activities	Weighting (if applicable)	Remarks
CILO 1	Lecture, in-class discussion and exercises	20%	
CILO 2	Case analysis	15%	

CILO 3	Mid-term Quiz	30%	
CILO 4	Group Debate	35%	

**Grading of Student Achievement:** Refer to Grading of Courses in the Academic Regulations for Taught Postgraduate Degrees.

1 Courses are graded according to the following schedule:

Letter Grade	Grade Point	Grade Definitions	
A+ A A-	4.3 4.0 3.7	Excellent:	Strong evidence of original thinking; good organization, capacity to analyse and synthesize; superior grasp of subject matter; evidence of extensive knowledge base.
B+ B B-	3.3 3.0 2.7	Good:	Evidence of grasp of subject, some evidence of critical capacity and analytic ability; reasonable understanding of issues; evidence of familiarity with literature.
C+ C C-	2.3 2.0 1.7	Adequate:	Student who is profiting from the university experience; understanding of the subject; ability to develop solutions to simple problems in the material.
D	1.0	Marginal:	Sufficient familiarity with the subject matter to enable the student to progress without repeating the course.
F	0.0	Failure:	Little evidence of familiarity with the subject matter; weakness in critical and analytic skills; limited, or irrelevant use of literature.
P		Pass:	"Pass" in a pass-fail course. Courses to be graded on a pass-fail basis for a programme are specifically identified under the programme in the course catalogue.
<b>Operational Grades</b>			
IP	In Progress	An IP grade is shown where students will register in subsequent Semesters to complete the assessment of the course.	
I	Incomplete	A grade of incomplete may be granted (1) where there are extenuating circumstances that have prevented a student from completing required work, or attending the examination; (2) at the discretion of the Assessment Panel. Where an "I" grade is assigned, the Assessment Panel will approve a schedule for the completion of work, or a supplementary examination. An "I" grade will be converted into a "F" grade four weeks after the "I" grade is first reported to the Academic Regulations and Records Office, unless an alternative grade has been assigned.	
S	Dissertation Submitted	In a dissertation-type course, an S grade is assigned by the Course Examiner when a student's dissertation has been submitted for assessment.	
X		Assigned when a student is permitted to drop the course after the normal drop date.	

2 Students assigned a grade of D or better, or a Pass grade in a pass-fail course, earn credit units for the course. Grades of F, IP, I, S, or X do not earn credit units.

- 3 Grades of P, I, IP, S and X are not counted in the calculation of a student's CGPA. Grades of F are counted, unless the fail is recovered under AR11.3.
- 4 Grades of P, I, IP, S and X are not counted in the calculation of a student's SGPA.

## **Part III**

### **Keyword Syllabus**

Introduction to HRM and the Legal Environment. Human Resource Planning. Recruitment and Selection. Training and Development. Appraisal of Performance. Compensation and Benefits. Work Environment and Employee Relations.

### **Recommended Reading**

Noe, R., J. Hollenbeck, B. Gerhart & P. Wright. (2000). Human Resource Management: Gaining a Competitive Advantage, 3rd Edition, New York: McGraw Hill.

Stone, R. (2000) Human Resource Management, New York: Wiley.

Dreher, G. F., & Dougherty, T. W. (2001). Human Resource Strategy: A Behavioral Perspective for the General Manager, New York: McGraw-Hill.

Labour Department, Hong Kong. (1996). A Concise Guide to the Employment Ordinance.

### **Text**

Jackson, S., & Schuler, R. (2007). Managing Human Resources Through Strategic Partnerships. South-Western.

### **Online Resources**

[www.hkihrm.org](http://www.hkihrm.org)