

MGT5316: HUMAN RESOURCES MANAGEMENT

Effective Term

Semester A 2025/26

Part I Course Overview

Course Title

Human Resources Management

Subject Code

MGT - Management

Course Number

5316

Academic Unit

Management (MGT)

College/School

College of Business (CB)

Course Duration

One Semester

Credit Units

3

Level

P5, P6 - Postgraduate Degree

Medium of Instruction

English

Medium of Assessment

English

Prerequisites

Nil

Precursors

Nil

Equivalent Courses

Nil

Exclusive Courses

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 Details

Abstract

Upon the completion of this course:

- Students understand the principles and concepts of human resource management in the contemporary environment.
- Students evaluate the challenges and complexities faced when managing people and the human resource management functions.
- Students devise appropriate people management strategies to support and add value to organizations.

Course Intended Learning Outcomes (CILOs)

CILOs		Weighting (if app.)	DEC-A1	DEC-A2	DEC-A3
1	Explain the relationship between human resource management and organizational strategy, and the principles and practices of human resource management. [Knowledge & Understanding]	25	x		
2	Describe the subtleties and controversies that surround the concepts of human resource management, as well as apply theoretical knowledge into practical contexts. [Applications of Concepts]	25	x	x	
3	Analyze and evaluate a wide range of perspectives on working practices, sue holistic modes of thinking, to evaluate alternatives in complex contexts. [Analysis & Evaluation]	25		x	
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		x	x

A1: Attitude

Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.

A2: Ability

Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to real-life problems.

A3: Accomplishments

Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

Learning and Teaching Activities (LTAs)

LTAs		Brief Description	CILO No.	Hours/week (if applicable)
1	In-class discussion and exercises	Students will engage in in-class discussions and exercises focusing on human resource management concepts and their relationship with organizational strategy	1	
2	Case analysis	Students will learn the issues of real companies via case studies. Students are expected to demonstrate their critical thinking by analyzing and evaluating a firms' situation and recommending the solution to the issue.	2, 3	
3	Peer discussion	Students will participate in groups to investigate the strategic issues of company, and analyze and offer recommendations regarding the issue based on the human resource management concepts and tools discussed in class.	4	

Assessment Tasks / Activities (ATs)

ATs		CILO No.	Weighting (%)	Remarks ("- for nil entry)	Allow Use of GenAI?
1	in-class discussion and exercises	1	20	-	No
2	Case analysis	2	15	-	No
3	Mid-term Quiz	3	30	-	No
4	Group Project	4	35	-	No

Continuous Assessment (%)

100

Assessment Rubrics (AR)**Assessment Task**

In-class discussion and exercises (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

Criterion

Clearly ARTICULATE ideas and suggestions

Excellent

(A+, A, A-) High

Good

(B+, B, B-) Significant

Fair

(C+, C, C-) Moderate

Marginal

(D) Basic

Failure

(F) Not even reaching marginal levels

Assessment Task

Case analysis (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

Criterion

ABILITY to APPLY key analytical tools

Excellent

(A+, A, A-) High

Good

(B+, B, B-) Significant

Fair

(C+, C, C-) Moderate

Marginal

(D) Basic

Failure

(F) Not even reaching marginal levels

Assessment Task

Mid-term Quiz (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

Criterion

ABILITY to EXPLAIN and USE fundamental concepts, principles, and models.

Excellent

(A+, A, A-) High

Good

(B+, B, B-) Significant

Fair

(C+, C, C-) Moderate

Marginal

(D) Basic

Failure

(F) Not even reaching marginal levels

Assessment Task

Group Project (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

Criterion

ABILITY to COMMUNICATE key findings and recommendations

Excellent

(A+, A, A-) High

Good

(B+, B, B-) Significant

Fair

(C+, C, C-) Moderate

Marginal

(D) Basic

Failure

(F) Not even reaching marginal levels

Assessment Task

In-class discussion and exercises (for students admitted from Semester A 2022/23 to Summer Term 2024)

Criterion

Clearly ARTICULATE ideas and suggestions

Excellent

(A+, A, A-) High

Good

(B+, B) Significant

Marginal

(B-, C+, C) Moderate

Failure

(F) Not even reaching marginal levels

Assessment Task

Case analysis (for students admitted from Semester A 2022/23 to Summer Term 2024)

Criterion

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Part III Other Information

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.

Reading List

Compulsory Readings

Title	
1	Dessler G. (2017). Human Resource Management, 15th edition, Pearson Education Hong Kong

Additional Readings

Title	
1	Noe, R., J. Hollenbeck, B. Gerhart & P. Wright. (2017). Human Resource Management: Gaining a Competitive Advantage 10th Edition, New York: McGraw Hill.
2	Edited by: Anna P. Y. Tsui & K.T. Lai. (2009). Professional Practices of Human Resource Management in Hong Kong Hong Kong University Press.
3	Liang, X., Marler J. H., Cui, Z. (2012). Strategic human resource management in China: East meets west. Academy of Management Perspectives May, 55-70.
4	Kochan T., Finegold, D., & Osterman, P. (2012). Who can fix the "middle-skills" gap? Harvard Business Review Dec. 83-90.
5	Buckingham, M., & Goodall, A. (2015). Reinventing performance management. Harvard Business Review April, 40-50.
6	Waber B., Mangnolfi J., & Lindsay, G. (2014) Workspaces that move people. Harvard Business Review October, 69-77.
7	Gough, R., Holland, P., & Teicher J. (2006). Employment relations in the Asia-Pacific region: Reflections and new directions. Asia Pacific Business Review, 12(2), 119-130.
8	Online Resources: Hong Kong Institute of Human Resource Management (home page address: www.hkihrm.org)
9	Online Resources: Hong Kong Labour Department: (home page address: www.info.gov.hk/labour)