

## THE EDUCATION UNIVERSITY OF HONG KONG

### Course Outline

#### Part I

<b>Programme Title</b>	<b>: Bachelor of Arts (Honours) in Personal Finance and Bachelor of Education (Honours) (Business, Accounting and Financial Studies); all undergraduate programmes</b>
<b>Programme QF Level</b>	<b>: 5</b>
<b>Course Title</b>	<b>: Management and Human Resources Development</b>
<b>Course Code</b>	<b>: BUS1022</b>
<b>Department</b>	<b>: Social Sciences and Policy Studies</b>
<b>Credit Points</b>	<b>: 3</b>
<b>Contact Hours</b>	<b>: 39</b>
<b>Pre-requisite(s)</b>	<b>: Nil</b>
<b>Medium of Instruction</b>	<b>: English</b>
<b>Course Level</b>	<b>: 1</b>

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#### Part II

The University's Graduate Attributes and seven Generic Intended Learning Outcomes (GILOs) represent the attributes of ideal EdUHK graduates and their expected qualities respectively. Learning outcomes work coherently at the University (GILOs), programme (Programme Intended Learning Outcomes) and course (Course Intended Learning Outcomes) levels to achieve the goal of nurturing students with important graduate attributes.

In gist, the Graduate Attributes for Sub-degree, Undergraduate, Taught Postgraduate, Professional Doctorate and Research Postgraduate students consist of the following three domains (i.e. in short "PEER & I"):

- Professional Excellence;
- Ethical Responsibility; &
- Innovation.

The descriptors under these three domains are different for the three groups of students in order to reflect the respective level of Graduate Attributes.

The seven GILOs are:

1. Problem Solving Skills
2. Critical Thinking Skills
3. Creative Thinking Skills
- 4a. Oral Communication Skills
- 4b. Written Communication Skills
5. Social Interaction Skills
6. Ethical Decision Making
7. Global Perspectives

### 1. Course Synopsis

This course provides opportunities for students to explore the major concepts, principles, functions of management and human resources development. Special attention will be given to contemporary management issues such as management of innovation and organizational changes. Acquisition and development of human capital in organizations of the digital economy is also analysed. Ethical and global issues concerning human capital development are critically examined.

### 2. Course Intended Learning Outcomes (CILOs)

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

- CILO<sub>1</sub> Acquire major concepts, principles and skills for effective management and leadership styles.
- CILO<sub>2</sub> Explain the functions of management and key roles of human resources management and development.
- CILO<sub>3</sub> Examine the skills in managing innovation and changes.
- CILO<sub>4</sub> Apply human resources management and development concepts for acquisition and development of competencies in digital economy.
- CILO<sub>5</sub> Discuss ethical and global issues of human resources management and development critically.

### 3. Content, CILOs and Teaching & Learning Activities

Course Content	CILOs	Suggested Teaching & Learning Activities
Define the roles of management functions and skills for running an organization (including motivation, groups and teams, and decision making). Selection and application of effective leadership styles.	CILO <sub>1,2</sub>	Lecture, case studies, simulated games and group discussion
Explore the challenges and the skills in managing innovation and changes	CILO <sub>1,2,3</sub>	Lecture, debate, group discussion and case studies
The functions and roles of human resources management in the development of business.	CILO <sub>2,3</sub>	Lecture, guest talks and project
Global and local human capital recruitment and development strategies (including need analysis and evaluation in human resources development).	CILO <sub>4,5</sub>	Lecture, guest talks, web search and project
Issues in ethical and global issues in human resources management and development: Workplace diversity and multicultural management. Work-life balance vs Work-life integration for millennial employees.	CILO <sub>3,4,5</sub>	Lecture and business forums

#### 4. Assessment

Assessment Tasks	Weighting (%)	CILO
<b>(a) Quizzes</b> (max 2 hours each): Quiz I – 25% (mid-term) Quiz II – 25% (end-term)	50%	<i>CILO</i> <sub>1,2,3,4,5</sub>
<b>(b) Group Project:</b> Oral Presentation – 20% (max 25 mins + 5 mins QA) Essay Paper – 20% (max 2,000 words)  Students are required to <u>collaboratively select and analyze a recent global trend</u> (e.g., gig work, hybrid working model) <u>and its effects on Human Resource Management (HRM) and/or Human Resource Development (HRD)</u> . The analysis should incorporate the latest theories, research, and relevant examples, preferably focusing on Hong Kong, China and/or Chinese Mainland. Additionally, students should provide commentary and evaluate the pros and cons of various perspectives and actions related to the identified trend. <b>Oral presentation:</b> should succinctly summarize the group's findings and engage the audience with key insights and visual aids. <b>Essay paper:</b> should offer a comprehensive written analysis, structured with clear arguments and supported by academic research and real-world examples.	40%	<i>CILO</i> <sub>2,4,5</sub>
<b>(c) In-Class Activity / Assessment Individual Participation:</b> It includes case study discussions, in-class ability tests or psychometric assessments, and online activities.	10%	<i>CILO</i> <sub>1,2,3,4,5</sub>

#### 5. Use of Generative AI in Course Assessments

☐ **Not Permitted:** In this course, the use of generative AI tools is not allowed for any assessment tasks.

☒ **Permitted:** In this course, generative AI tools may be used in some or all assessment tasks. Instructors will provide specific instructions, including any restrictions or additional requirements (e.g., proper acknowledgement, reflective reports), during the first lesson and in relevant assessment briefs.

## 6. Required Text(s)

- Armstrong, M., & Taylor, S. (2023). *Armstrong's handbook of human resource management practice: A guide to the theory and practice of people management* (16<sup>th</sup> ed.). Kogan Page.
- Daft, R.L. (2022). *Management* (14<sup>th</sup> ed.). Cengage.
- Swanson, R.A., & Holton III, E. F. (2001). *Foundations of Human Resource Development*. Berrett-Koehler Publishers.

## 7. Recommended Readings

- Browaeys, M.J., & Price, R. (2015). *Understanding cross-cultural management* (3<sup>rd</sup> ed.). Pearson.
- Carbonara, S. (2012). *Manager's guide to employee engagement*. McGraw Hill.
- Cascio, W. (2018). *Managing human resources* (11<sup>th</sup> ed.). McGraw Hill.
- Chee, P., & Rothwell, W. (2012). *Becoming an effective mentoring leader: Proven strategies for building excellence in your organisation*. McGraw Hill.
- Daft, R., & Marcic, D. (2023). *Understanding management* (12<sup>th</sup> ed.). Cengage.
- Dessler, G. (2020). *Human resource management* (16<sup>th</sup> ed.). Pearson.
- Drucker, P.F. & Maciariello, J.A. (2008). *Management* (Revised ed.). Butterworth-Heinemann.
- Edwards, T. & Rees, C. (2016). *International human resource management: Globalisation, national systems and multinational companies* (3<sup>rd</sup> ed.). Pearson.
- Lussier, R. (2018). *Human relations in organisations: Application and skill building* (11<sup>th</sup> ed.). McGraw Hill.
- Murphy, M. (2011). *Hiring for attitude: A revolutionary approach to recruitment and selecting people with both tremendous skills and superb attitude*. McGraw Hill.
- Robbins, S.P. (2018). *Management* (14<sup>th</sup> ed.). Pearson.
- Rothwell, W. J. (2008). *Adult learning basics*. ASTD Press.
- 閔建蜀 (2000)：《易經的領導智慧》，香港，中文大學出版社。
- 道格·藍尼克、佛瑞德·基爾 (2012)：《正義的前身：道德》，台灣，人類智庫。
- 約翰·麥斯威爾 (2008)：《領導的黃金法則》，台灣，天下遠見出版股份有限公司。

## 8. Related Web Resources

- American Society for Training and Development <http://www.astd.org>
- Hong Kong Institute of Human Resource Management <http://www.hkihrm.org>
- Chartered Institute of Personnel & Development (CIPD) <https://www.cipd.org/en/>
- International Management Journals <http://www.managementjournals.com>
- The Academy of Management <http://www.aomonline.org>
- About Management <http://management.about.com/>
- Thinking Managers <http://www.thinkingmanagers.com>
- Management Stories <http://www.secretsofsuccess.com>

## 9. Related Journals

- Harvard Business Review*
- Human Resource Development Quarterly*
- International Journal of Vocational Education and Training*
- International Journal of Applied Management*

**10. Academic Honesty**

The University upholds the principles of honesty in all areas of academic work. We expect our students to carry out all academic activities honestly and in good faith. Please refer to the Policy on Academic Honesty, Responsibility and Integrity (<https://www.eduhk.hk/re/uploads/docs/000000000016336798924548BbN5>). Students should familiarize themselves with the Policy.

**11. Others**

Nil

Dec 2025