

THE EDUCATION UNIVERSITY OF HONG KONG

Course Outline

Part I

Programme Title : Bachelor of Education (Honours) (Secondary) (Five-year Full-time);
All undergraduate Programmes

Programme QF Level : 5

Course Title : Human Resources Management and Development

Course Code : BUS3014

Department : Social Sciences and Policy Studies

Credit Points : 3

Contact Hours : 39

Pre-requisite(s) : Nil

Medium of Instruction: English

Course Level : 3

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 students with the fundamental knowledge and skills of human resources management. Roles and functions of human resources department are explored in contemporary organisational settings. Students will learn human capital acquisition and development strategies adopted by multinational corporations. Global trends and issues concerning human capital are critically examined.

2. Course Intended Learning Outcomes (CILOs)

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

CILO₁: Examine the roles and functions of Human Resources Management and Development (HRMD) in meeting the human capital demand in organizations

CILO₂: Appreciate the nature and importance of HRMD in modern organizations

CILO₃: Apply theories of human capital acquisition and development in local and global contexts.

CILO₄: Research and critically reflect on current issues of human capital development in business environment.

3. Content, CILOs and Teaching & Learning Activities

Course Content	CILOs	Suggested Teaching & Learning Activities
The nature and importance of HRMD	CILO _{1,2}	Lecture, case studies and group discussion and presentation.
Key roles and functions of HRMD e.g. human resource planning, job analysis and design, recruiting and selection, performance management, compensation and benefit management and training and development.	CILO _{1,2}	Lecture; illustration; Demonstration; Guest speech; Case study and group discussion; Hand on practice
Global and local human capital recruitment strategies.	CILO ₃	Lecture, case studies and group discussion and presentation.
Theories and issues related to learning and HRD, e.g., principles of adult learning, learning strategies and styles, and action learning.	CILO ₃	Lecture, case study and group discussion
Current issues of competencies possessed by quality human capital in a knowledge-based society, e.g. multi-tasking, lifelong learning, and cultural sensitivity.	CILO ₃	Lecture; illustration; Demonstration; Website search for current information; Case study; group discussion
Current issues related to career, management and organizational development	CILO ₄	Website search for current information; Case study; group discussion
Trends in HRD, e.g., impacts of globalization,	CILO ₄	Lecture and debate

4. Assessment

Assessment Tasks	Weighting (%)	CILO
(a) A written essay on the current issues on human capital development of a multinational corporation. (Individual work)	40%	CILO ₁
(b) An evaluation of human capital development policies and strategies of an authentic organizational case. (Group project)	50%	CILO _{1, 2, 3, 4}
(c) Participation in class activities (including case study discussions, presentations, and online activities)	10%	CILO _{1, 2, 3, 4}

5. Required Text(s)

Noe, R., Hollenbeck, J.R., Gerhart, B., & Wright, P.M. (2014). *Fundamentals of human resources management* (5th ed.). N.Y.: McGraw-Hill.

6. Recommended Readings

Berger, L. (2010). *The talent management handbook: creating a sustainable competitive advantage by selecting, developing and promoting the best people*. McGraw-Hill.

Delong, D. (2010). *The executive guide to high-impact talent management: powerful tools for leveraging a changing workforce*. McGraw-Hill.

Diller, J.V. (2011). *Cultural diversity: a primer for the human services*. Cengage Learning.

Education Bureau (2014). *Qualifications Framework: General level descriptors*. Available at http://www.hkqf.gov.hk/guie/HKQF_GLD.asp.

Harrison, R., & Kessels, R. (2004). *Human resource development in a knowledge economy: An organisational view*. Basingstoke, UK: Palgrave Macmillan.

McKnight, H.A. (2011). *Professional competence: can it be taught? A workplace perspective*. Learning in Law Annual Conference 2011. U.K. Centre for Legal Education.

Otike, F.W., Messah, O.B., & Mwalekwa F.K. (2011), *Effects of workplace diversity management on organizational effectiveness: a case study*. *European Journal of Business and Management*, 3(2), pp50-64.

Robbins, S.P. & Coulter, M. (2014). *Management* (12th ed. Global Edition). England: Pearson

Rothwell, W.J. (2008). *Adult learning basics*. ASTD Press.

Velde, C. (2001). *International perspectives on competence in the workplace: Research, policy, and practice*. Dordrecht, Netherlands : Kluwer Academic Publishers.

7. Related Web Resources

American Society for Training and Development: <http://www.astd.org>

Education Bureau of HKSAR: http://www.hkqf.gov.hk/guie/HKQF_GLD.asp

Hong Kong Institute of Human Resource Management: <http://www.hkihrm.org>

National Centre for Vocational Education Research: <http://www.ncver.edu.au/>

Society for Human Resource Management: <http://www.shrm.org>

UNESCO-UNEVOC: <http://www.unevoc.unesco.org/snippet.php>

8. Related Journals

Education Innovation in Economics and Business

Harvard Business Review

Harvard Education Review

Human Resource Development Quarterly
International Journal of Vocational Education and Training
Journal of European Industrial Training
Journal of Vocational Education and Training
Journal of Workplace Learning

9. 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.

10. Others

Nil

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