

Department of Management
Courses to be offered in both 1st Term and 2nd Term of 2009 – 2010

Course Description (1 st and 2 nd Term)	Categories
<p>BUS202 Organisational Behaviour</p> <p>Organisational Behaviour is the study of what people do in an organisation and how their behaviour affects the organisation's performance. This course helps students understand human behaviour and its impacts with an aim to provide them with the conceptual tools needed to work more effectively in the workplace. Topics to be explored include: work-related behaviour, values, personality, perceptions, job satisfaction, motivation, stress management, team dynamics, leadership, power and influence tactics, conflict management, and cross-cultural dimensions of organisational behaviour. Ethical issues such as discrimination and sexual harassment are discussed throughout the course.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Games and activities to understand yourself and others</p>	<p>Functional Core - <i>for BBA (Hons) students</i></p> <p>Free Elective - <i>for all nonBBA students</i></p>
<p>BUS301 Strategic Management <i>(Prerequisite: completion of all core courses)</i></p> <p>The course introduces students to the concept, theories, principles and techniques associated with Strategic Management. It is the capstone course in the programme that, in addition to familiarizing students with new subject matter, requires them to apply their prior learning to various business issues of a strategic nature. Planning issues explored include the importance of the vision, mission and objectives, the nature of effective strategic leadership and decision making, frameworks for external and internal analysis, and functional, business, global and corporate strategies. Implementation addresses topics such as corporate governance and business ethics.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Integration of prior learning in strategy formulation and implementation</p>	<p>Capstone Course <i>- for BBA (Hons) students</i></p>
<p>GEB205 (PHI205) Business Ethics <i>(Restriction: Students are not allowed to take both this course and PHI362 Contemporary Issues in Business Ethics.)</i></p> <p>This course introduces ethical issues and dilemmas concerning various aspects of business and management, and provides a foundation of ethical concepts and a wide range of perspectives that are relevant to resolving and preventing such problems. Topics include ethics in business, using ethical principles in business, why things go wrong, establishing ethical safeguards, ethics in the marketplace, ethical issues related to investors and stockholders, ethics of consumer protection and marketing, and ethical issues related to employment.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Learn how to judge whether a behaviour is ethical or not with real life cases</p>	<p>General Education Category B course</p> <p>Free Elective <i>- for all students</i></p>

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<p>HRM200 Human Resource Planning and Staffing</p> <p>This course introduces students to fundamental concepts of human resource planning, and provides them with an understanding of the wide range of staffing activities within both commercial and industrial organizations. This course develops students' abilities to analyse and integrate the complex social, cultural and organizational factors influencing human resource planning and staffing in the Hong Kong context. The course will examine the process of human resource planning, linking human resource planning with strategic planning, job analysis and job design, recruitment and selection of employees. Ethical issues such as discrimination and equal opportunities are discussed under the topics of job advertisement, selection and staff movement.</p> <p style="text-align: center;"><u>Special features of the course:</u> Hands on experience in preparing job advertisement; Interview role-play with video recording</p>	<p>Required course <i>- for HRM students and those minor in HRM</i></p> <p>Business Elective or Free Elective - <i>for all nonHRM students</i></p>
<p>HRM202 Training and Development (<i>Prerequisite: BUS202 or other relevant course approved by the Head of the Department of Management.</i>)</p> <p>This course provides students with knowledge of the nature of the training and development function within organization and to facilitate students to perform an active role in the maximum utilisation of an organisation's most valuable resource – its people. Topics to be explored include: managing the training and development department, systematic approaches to develop training programmes, employee development and the future of human resource development. Ethical issues such as discrimination and equal opportunity are discussed throughout the course.</p> <p style="text-align: center;"><u>Special features of the course:</u> Real life training methods in corporations; Company visit</p>	<p>Business Elective or Free Elective - <i>for all nonHRM students</i></p>

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<p>BUS101 Introduction to Business</p> <p>This course focuses on an integrated view of business with a regional emphasis. It aims to provide students with a comprehensive and balanced overview of the interwoven nature of basic business disciplines and principles. Topics to be explored include: analysis of Hong Kong's business environment, establishment of a business, creation of competitive advantages, development of a business plan, small business and entrepreneurship, business ethics and social responsibility, management of business functions and processes.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Hands on experience in doing a real business</p>	<p>Required Course - for students Minor in Business</p> <p>Free Elective - for all students</p>
<p>HRM250 Enhancing Employability and Career Development</p> <p>Employers in Hong Kong and the west have expressed considerable dissatisfaction with the general level of preparedness of prospective entry-level employees. This course seeks to develop the employability of students and to help them embark on successful careers. Employability includes the ability to gain initial employment, to maintain employment, to obtain new employment if required, with appropriate level of quality. This course seeks also to enable students to make and implement realistic and well informed career choices. Students are expected to appreciate the importance of associated work ethics.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Preparing Personal Portfolio (including personal career plan, resume and application letter) with feedback for improvement</p>	<p>Business Elective - for BBA (Hons) students</p> <p>Free Elective - for all students</p>
<p>HRM351 Management of Innovation and Change (<i>Prerequisite: BUS202 or other relevant course approved by the Head of the Department of Management</i>)</p> <p>This course provides students with principles for understanding , diagnosing and implementing organizational change and innovation. This includes examination of change agent abilities, the context, process and implementation choices of change. The course also examines the strategic role of leadership and Human Resource Management in creating climates of creativity suitable for the implementation of change and innovation strategies.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Highly interactive in learning atmosphere</p>	<p>HRM Stream Elective - for HRM students and those minor in HRM</p> <p>Business Elective - for BBA (Hons) students</p> <p>Free Elective - for all nonBBA students</p>

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Course Description (1 st Term only)	Categories
<p>HRM352 Leadership and Teamwork</p> <p>This course investigates the issues of becoming an effective leader and developing the teamwork within organizations critical for their success: the leader-member relationship, the nature of productive teamwork, conditions and abilities that improve accurate and effective communication in groups, developing successful ways of managing conflict to resolve issues, and the nature of experiential learning.</p> <p style="text-align: center;"><u>Special features of the course:</u> Learning through organization of activities in teams; no end-of-term examination</p>	<p>HRM Stream Elective - for HRM students and those minor in HRM</p> <p>Business Elective - for BBA (Hons) students</p> <p>Free Elective - for all nonBBA students</p>
<p>HRM358 Work and Organization <i>(Prerequisite: BUS202 or BEH203/GEC302 or BEH103 or BEH205)</i></p> <p>When entering the realm of work and organization, people often hope to be given instant recipes for personal and organizational success, and quickly become disillusioned when simple and specific answers and advice are not forthcoming. This course focuses on two perspectives – the nature of work in organizational contexts, and the social and systemic characteristics of organizations. Students will become familiar with the nature of work within two major job categories – blue-collar work (e.g. manual labour) and white-collar work (e.g. managerial/administrative, marketing/sales) – and with experiences of workers in different occupations. It aims at providing an understanding of organizations through in-depth analysis of topics such as knowledge work and knowledge management, roles and identities, gender and work, control and resistance, emotions in organizations, and relating to authority.</p> <p style="text-align: center;"><u>Special features of the course:</u> Project in understanding the real-life working environment; no end-of-term examination</p>	<p>HRM Stream Elective - for HRM students and those minor in HRM</p> <p>Business Elective - for BBA (Hons) students</p> <p>Free Elective - for all nonBBA students</p>

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Courses to be offered in 2nd Term of 2009 – 2010

Course Description (2 nd Term only)	Categories
<p>HRM201 Performance and Compensation Management (<i>Prerequisite: BUS202 or other relevant course approved by the Head of the Department of Management</i>)</p> <p>This course familiarises students with the concepts of compensation management within the wider context of human resource management. It provides students with an understanding of the reward management process which includes pay survey, job evaluation, and the design of pay structure. Students will acquire basic data management techniques and recognize what are the factors that determine the pay levels and benefits of employees in the job market. Students will be aware of the problems related to performance management system and be able to give suggestions for improvement. The concept of equal opportunity in compensation and performance management will be emphasised throughout the course.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Hands on experience in conducting a pay survey</p>	<p>Required course - for HRM students</p> <p>Elective course – for students <i>minor in HRM</i></p> <p>Business Elective or Free Elective - for all students</p>
<p>HRM350 Industrial Relations in Hong Kong</p> <p>On completion of this course, students will be able to:</p> <ol style="list-style-type: none"> 1. Explain the basic concepts, principles and practices associated with industrial relations unique to the Hong Kong situations. 2. Apply knowledge gained in employment ordinance to examine the cases of labour law in Hong Kong. 3. Analyze industrial relations situations and take appropriate decisions using an industrial relations perspective. 4. Present an industrial relations case and related issues of labour law in a team setting. <p style="text-align: center;"><u>Special feature of the course:</u> Discussion of real life cases of labour disputes in Hong Kong</p>	<p>HRM Stream Elective - for HRM students and those <i>minor in HRM</i></p> <p>Business Elective - for BBA (Hons) students</p> <p>Free Elective - for all nonBBA students</p>
<p>HRM353 Quality and People</p> <p>The course introduces to students the importance of people in managing business for quality. It also provides students with the basic concepts and practices of quality management and explores the need for managing business with a quality-oriented approach. The course will make use of a lot of current examples from organisations in both Hong Kong and overseas in expounding the importance of people in managing business for quality.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Exploration of quality assurance mechanisms through talks by experienced practitioner and company visit</p>	<p>Free Elective - for all nonBBA students</p>

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Course Description (2 nd Term only)	Categories
<p>MGT252 (GEC352) Traditional Chinese Thought and Management</p> <p>This course prepares students with an understanding of the relationship between traditional Chinese thought and Chinese management in contemporary contexts at the introductory, broad-based and general level. Through the course, students are expected to improve their understanding of the impact of traditional Chinese thought on management practices, both within Chinese culture and in cross-cultural contexts, and thus will be equipped with basic understanding and relevant competence to handle such cultural issues in their future career.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Review and application of traditional Chinese thoughts in mangement of people today</p>	<p>General Education Category C course</p> <p>Free Elective (Non-Business elective)</p> <p><i>- for all students</i></p>
<p>MGT253 (GEB253) Corporate Social Responsibility</p> <p>A range of perspectives on Corporate Social Responsibility (CSR), such as ownership theory and stewardship theory, will be introduced and debated early in the course. The concept of stakeholders will be discussed, and the process of stakeholder analysis will be illustrated. The course will examine stakeholder perspectives on selected issues such as food safety and hygiene; consumption of scarce resources, and environmental pollution, etc. Actual and potential governmental policies concerning selected public and social issues involving business will be debated. Examples of the CSR policies and practices of various local and international companies will be examined, and the course will envisage possible directions for CSR.</p> <p style="text-align: center;"><u>Special feature of the course:</u> Flexible term project in the practice of corporate social responsibility to be determined by students</p>	<p>General Education Category B course</p> <p>Free Elective (Non-Business elective)</p> <p><i>- for all students</i></p>