

# MScHRMOB

## MSc in Human Resource Management and Organisational Behaviour

### 人力资源管理及组织行为学硕士课程

#### Special Features 课程特色

##### Uniqueness 独特性

The Programme is unique in the way it embraces a whole-person approach to build soft skills and other attributes, which can serve as essential building blocks for a student's career development in human resource and other business management areas. It is also unique in bridging human resource management and organisational behaviour concepts in solving the complex people management in a dynamic global business environment.

以全人教育的方式培养学生品格，提升学生在人力资源及相关商业管理领域的职场专业技能；将人力资源管理与组织行为学的概念有效结合，使学生能在全球商业环境下解决复杂的人员管理问题。

##### Action Learning Projects 实践研习项目

The Action Learning Projects provide students opportunities to visit and analyse companies across industries to gain the contemporary and best practice knowledge in human resource management.

该课程通过诸如公司参观，训练研习活动，研讨会以及组织活动等形式帮助学生获得并应用最前沿最贴合实践的专业知识，培养批判性思维以及提升领导力。

##### Professional Networking Activities 专业网络构建活动

Our executive mentoring and internship programmes assist our students to develop a stronger professional network and career plan.

本课程的导师项目和实习项目均可有效协助学生建立强大且专业的人际关系网络以及做好职业生涯规划。



#### Learning Outcomes 课程学习目标

- To explain the changing nature of the human resource management function and its implications for human resource policies, planning and practice;  
诠释人力资源管理职能的变化本质及其在人力资源政策，规划和实践等方面的应用；
- To apply skills and knowledge for managing and developing people in continuously changing environments;  
在不断变化的环境下应用自身技能和专业知识进行人才的管理与发展；
- To think critically and innovatively in solving complex problems regarding the management and development of organisational members;  
对复杂的组织成员管理与发展问题进行批判性与创新性的思考；
- To utilise organisational behaviour concepts to diagnose and resolve people management problems;  
运用组织行为学概念判断和解决人才管理问题；
- To apply sound principles of ethical conduct and social responsibility in a human resource management context; and  
在人力资源管理相关环境下合理运用道德伦理行为准则和社会责任准则；
- To develop a credible performance management strategy that clearly demonstrates the contribution of the HR function to an organization's mission.  
制定可行的绩效管理战略，可以明确显示人力资源职能对组织使命的贡献。

## Programme Curriculum 课程结构

### Required Courses (6 modules) 必修课程 (6 门)

Management of Organisations and People  
组织与人才管理

Managing Ethically  
道德管理

Teams for Learning  
团队学习

Contemporary Human Resource Management  
当代人力资源管理

Performance Management  
绩效管理

Action Learning Projects (Year-course)  
实践研习项目课程

### Elective Courses (any 4 modules) 选修课程 (任选 4 门)

Managing Conflict in Organisations  
组织中的冲突应变管理

Leadership in Organisations  
组织领导力

Comparative and Cross-cultural Management  
跨文化比较及管理

Strategic Management  
战略管理

Managing Quality for People and Organisations  
人事与组织质量管理

Organisational Analysis and Change  
组织分析与变革

Business Decision Making with Software  
业务决策及软件应用

Remarks: The offering of elective courses is subject to sufficient demand and faculty availability.  
备注：选修课程开设与否取决于学生需求及学系教师的教学安排。

## Words from our Alumni



'Time flies, I have finished my master degree at Lingnan University this year and I am so blessed to choose MScHRMOB Programme. During the process of learning, I gained a lot of professional human resources management knowledge and had opportunities to visit famous companies in various industries. We had a better understanding of how to practice what we have learned in future work. In addition, thanks to our professors and classmates to bring me lots of unforgettable memories.'

**Ms XU, Anqi Angel (MScHRMOB 2019 Graduate)**



'This Programme allows me to gain invaluable knowledge from experienced professors who used "real-life" examples as part of their teaching. In the past year, the Programme arranged different guest speakers to deliver talks. In addition, site visits to companies were also well organized. I was mostly impressed with the visit to LinkedIn when we received a tour around the office. The humanistic and relaxing office allows employees to have good sense of belonging to the company. It also cultivates creativity and innovation for the establishment of the HR networking system. I treasure the lectures and chances of site visits which will definitely give me invaluable insights and help me in my future career.'

**Ms BAILEY, Jennifer Cousineau (MScHRMOB 2018 Graduate)**



'I still visit the programme office after graduating with the HRMOB master's degree. The professors and staff foster a long-term relationship environment here, which makes it one of the best learning experiences. Learning from professors who were once exceptional HR Directors, and have managed this degree since commencement, the course is all about practicality and application.'

Apart from academic knowledge, team building and networking are what you will gain at every turn in this degree. At any given time, you can always consult with professors regarding your career and entrepreneurial ideas and learn from their first-hand experiences. The teaching style of every professor varies in a fascinating way. You won't believe me if I tell you that one of our courses included a talent show as an icebreaker activity.'

**Ms KAUR, Dalvinder (MScHRMOB 2022 Graduate)**

## Words from our Associate Director



### Prof. LAM King-sun, Frankie

Associate Director of Taught Postgraduate Programmes Office, Office of the Faculty of Business

'I have many happy memories of teaching and socialising with students of the past cohorts, and look forward to more of this. The classroom atmosphere is friendly, attentive and interactive. The students share their viewpoints and ideas openly and enthusiastically, and are keen to learn from one another as well as from me.'

## Experiential Learning 体验式学习

Apart from the courses, we develop a series of optional experiential learning programmes including

- 1) Singapore Study Trip, in partnership with Nanyang Technological University and
- 2) Leadership Incubation Programme coached by professional trainers, to accelerate students' leadership development skills

本课程为学生安排课堂以外的体验学习项目, 包括

- 1) 南洋理工大学协办的新加坡游学团及
- 2) 由专业人力资源导师策划及带领的领袖培育计划, 让学生能够从实际参与中启发他们的领袖潜能

## Professional Recognition 专业认证



### Hong Kong Institute of Human Resource Management 香港人力资源管理学会

Graduates of the Programme are eligible for the associate membership of the Hong Kong Institute of Human Resource Management (HKIHRM), provided they hold a recognised first degree in business.

持有认可的商科学士学位的本课程毕业生均可获得成为香港人力资源管理学会的准会员资格。



### Hong Kong Management Association 香港管理专业协会

Graduates of the Programme are eligible for membership of the Hong Kong Management Association (HKMA), provided they hold a recognised first degree in business.

持有认可的商科学位的本课程毕业生均可获得成为香港管理专业协会的会员资格。



### Chartered Professionals in Human Resources of British Columbia and Yukon (CPHR BC & Yukon)

- MSChRMOB students are eligible to enroll as student members.
- MSChRMOB students are exempted from writing the Chartered Professional in Human Resources (CPHR™) National Knowledge Examination® (NKE) in Canada.
- MSChRMOB graduates (who have been enrolled as student members during their study) would become CPHR™ Candidates and are eligible to apply as full members of CPHR BC & Yukon after accumulating three years of relevant professional HR experience



## Admission Requirements 入学条件

### General qualifications 申请资格

- Hold a bachelor's degree awarded by a recognized tertiary institution or have equivalent qualifications, which may be considered on a case-by-case basis.

申请者需持有认可大学的学士学位或拥有其他同等学历（视乎申请者情况作个别考虑）。

### Language requirements 语言要求

- An applicant whose degree is not from a tertiary institution in Hong Kong or an English-speaking country should obtain a minimum score of 550 (paper-based test) or 79 (internet-based test) in the Test of English as a Foreign Language (TOEFL), or a band score of 6.5 or above in the International English Language Testing System (IELTS).

除非持有香港或其他英语国家大学颁发的学位，其他申请人必须符合以下要求：托福考试 (TOEFL) 最低成绩达 550 分 (纸考) 或 79 分 (网考)；或雅思考试 (IELTS) 最低成绩达 6.5 分。

- Applicants who do not fulfil the above language requirements but have an equivalent score in a recognized test, or an equivalent qualification assessment to prove their language proficiency will be considered on a case-by-case basis.

未达到上述语言要求但持有同等资格的申请者，或有同等资格评估以证明其语言能力的申请者，会作个别考虑。

### Pre-entry courses 预科课程

- Applicants holding a non-business degree may be requested to attend pre-entry courses in Economics, Human Resource Management and Statistics prior to the start of the Programme.

非商科本科毕业生申请者可能需于本课程开学前修读预科课程 Economics, Human Resource Management 和 Statistics.

## Scholarships & Financial Assistance

### 奖学金及学费资助

- Scholarships might be considered for outstanding students, and local students on the basis of academic merit. All students admitted to the programme will automatically be the candidates for the scholarships.

奖学金将授予本地申请者及成绩优异的申请者；入读本课程的学生均具备资格成为备选人。

- Local students are eligible for applying the Extended Non-means Tested Loan Scheme (ENLS) or Continuing Education Fund (CEF).

香港本地学生可申请“扩展的免入息审查贷款计划 (ENLS)”或持续进修基金 (CEF)。

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Tuition Fee (2023/24): Non-local students - HK\$208,000  
学费 (2023/24): 非香港本地生: 港币 208,000 元

Local students - HK\$198,000  
香港本地生: 港币 198,000 元

Mode of Study: Full-time  
修读方法: 全日制

Study Period: 修读年限: Normal - 1 year  
一般年限: 1 年

Maximum - 3 years 最长年限: 3 年

Modules Required: 10 modules  
课程要求: 10 门

Credits Required: 30 credits  
学分要求: 30 学分

Medium of Instruction: English  
授课语言: 英文

Enquiries 信息及咨询

Tel 电话: (+852) 2616-8303  
(+852) 2616-8308

E-mail 电邮: admission\_hrmob@LN.edu.hk

Website 课程网站  
LN.edu.hk/mgt/prog/

WeChat 微信  
MSChRMOb

