

## **COURSE DESCRIPTIONS 科目簡介**

### **COURSES FOR 4-YEAR UNDERGRADUATE PROGRAMMES**

#### **BUS2202 Organisational Behaviour (3 credits)**

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.

#### **BUS4002 Entrepreneurship in Action and Practice (3 credits)**

*(Prerequisite: CLA9019 Entrepreneurial Spirit and Opportunities)*

The course provides an opportunity for students to develop an innovative business idea and ideally to implement this idea. Students work in team of size 2 to 3 (preferably from different departments) under the guidance of a faculty member. In this process, students generate an entrepreneurial idea, analyze the feasibility of this idea, craft a plan for implementation, make presentations, write up a comprehensive business plan, and implement the plan if possible. Each group is expected to deliver a business plan that is both feasible and impactful to the society and/or the market.

#### **BUS4301 Strategic Management (3 credits)**

*(Prerequisite: Completion of all BBA Core Courses or permission of the Director of Undergraduate Business Programmes)*

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.

### **HRM2200 Human Resource Planning and Staffing (3 Credits)**

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. This course also discusses how HR analytics and new technology such as AI will change the landscape of HR staffing processes and assessment approach. Ethical issues such as discrimination and equal opportunities are discussed under the topics of job advertisement, selection, and staff movement.

### **HRM3201 Performance and Compensation Management (3 credits)**

*(Prerequisite: BUS2202 Organisational Behaviour (can be replaced by any one of the relevant courses of PSY2101 Introduction to Psychology, PSY3202 Psychology Applied to Occupational Safety and Health, PSY3205 Social Psychology, and PSY4325 Industrial and Organisational Psychology, or other relevant courses approved by the Head of the Department of Management))*

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 ethical concept of equal opportunity in compensation and performance management will be emphasised throughout the course.

### **HRM3202 Training and Development (3 credits)**

*(Prerequisite: BUS2202 Organisational Behaviour (can be replaced by any one of the relevant courses of PSY2101 Introduction to Psychology, PSY3202 Psychology Applied to Occupational Safety and Health, PSY3205 Social Psychology, and PSY4325 Industrial and Organisational Psychology, or other relevant courses approved by the Head of the Department of Management))*

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.

### **HRM3352 Leadership and Teamwork (3 credits)**

This course investigates the issues of developing effective leadership and teamwork within organizations critical for their success: major ways to develop leadership; the nature of team and productive teamwork; the stages of team development; complexities of team processes and leadership in managing team performance, including communication, decision-making, conflict management, and team creativity; the nature of experiential learning and service-learning.

### **HRM3353 Quality and People (3 credits)**

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.

### **HRM4350 Industrial Relations (3 credits)**

This course aims to provide students with an understanding of contemporary theories and concepts about industrial relations, and with comparative insights into the various practices and arrangements that can be adopted for industrial relations in different jurisdictions. The course also aims to familiarise students with the human resource processes and legal requirements necessary to create a positive legal-personnel system within employing organisations. The course will provide frameworks that will guide examination of the industrial relations environment, of the roles of Government, employers' associations and unions in industrial relations, of industrial conflicts, and of the influence of the law on human resources management. No prior academic knowledge of legal aspects of business is required.

### **HRM4351 Management of Innovation and Change (3 Credits)**

*(Prerequisite: BUS2202 Organisational Behaviour (can be replaced by any one of the relevant courses of PSY2101 Introduction to Psychology, PSY3202 Psychology Applied to Occupational Safety and Health, PSY3205 Social Psychology, and PSY4325 Industrial and Organisational Psychology, or other relevant courses approved by the Head of the Department of Management))*

This course provides students with principles for understanding, diagnosing and implementing organisational change and innovation. This includes examination of change agent abilities, along with the context, the process and the implementation choices of change. The course also

examines the strategic role of leadership and people management skills in creating climates of creativity that are suitable for the implementation of change and innovation strategies.

### **HRM4358 Work and Organisation (3 credits)**

*(Prerequisite: BUS2202 Organisational Behaviour (can be replaced by any one of the relevant courses of PSY2101 Introduction to Psychology, PSY3202 Psychology Applied to Occupational Safety and Health, PSY3205 Social Psychology, and PSY4325 Industrial and Organisational Psychology, or other relevant courses approved by the Head of the Department of Management))*

When entering the realm of work and organisation, people often hope to be given instant recipes for personal and organisational 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 organisational contexts, and the social and systemic characteristics of organisations. 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 organisations through in-depth analysis of topics such as knowledge work and knowledge management, roles and identities, gender and work, control and resistance, emotions in organisations, and relating to authority.