# COURSE DESCRIPTIONS 科目簡介

## COURSES FOR 4-YEAR UNDERGRADUATE PROGRAMMES

**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 organisations. This course develops students' abilities to analyse and integrate the complex social, cultural and organisational 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. 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.

**HRM2203 Introduction to Human Resource Management (3 credits)**
(Restriction(s): This course is not open to students who are doing a major or minor in Human Resource Management)
The course introduces students to fundamental concepts of human resource management, and provides them with an understanding of the wide range of human resource activities within both commercial and industrial organisations. The course will examine the major human resource management functions and activities of the business organisations in the Hong Kong context.

**HRM3201 Compensation and Performance Management with Analytics** (from 2025-26)/ **Performance and Compensation Management** (in 2024-25 or before) **(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 course approved by the Head of the Department of Management))
This course familiarises students with the concepts of compensation and performance management and introduces data-driven approaches within the wider context of human resource management. It provides students with an understanding of the compensation and performance management process which includes pay survey, the design of pay structure, and performance evaluations, enhanced through the application of basic analytics techniques. Students will acquire skills in recognizing factors that determine the pay levels and benefits in the job market and managing, visualizing, and interpreting compensation data. 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 Global Talent Management** (from 2025-26)/ **Training and Development** (in 2024-25 or before) **(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 course approved by the Head of the

Department of Management.))
This course provides students with knowledge of the talent management function in human resource departments. One of the key topics to explore is the training and development of talent. Students will also gain a first-hand exposure to this knowledge so as to benefit themselves and others in their career development. Topics to be explored include: talent identification, planning and executing training and development activities, career development for the self and talents, and the future of the global talent environment. Ethical issues such as discrimination and equal opportunity are discussed throughout the course.

**HRM3203 Human Resources Analytics (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)
As organizations increasingly rely on HR analytics for better decision-making and effectiveness, HR practitioners must develop key skills in understanding relevant problems, analyzing and interpreting HR data, evaluating analysis validity, and communicating results. The course builds foundational knowledge and skills in HR analytics by introducing students to the fundamental logic, metrics, and methods of the field. This hands-on course includes practical exercises with statistical tools and techniques to analyze HR data, summarize findings, and make informed HR decisions.

**HRM3352 Global Leadership Development** (in 2025-26)/
**Leadership and Teamwork** (in 2024-25 or before) **(3 credits)**
(recoded to MGT3352 from 2026-27)

In 2025-26
This course aims to introduce and develop the critical skills and competencies essential for effective leadership in a global context. It examines key aspects of global leadership, including foundational leadership theories, strategies for cultivating leadership in multicultural environments, and techniques for managing diverse teams. Through a combination of experiential learning, case studies, team-based activities, and service-learning projects, students will enhance their ability to lead, collaborate, and drive innovation across borders. By the end of the course, students will be prepared to navigate the complexities of global leadership and excel in an increasingly interconnected and dynamic world.

In 2024-25 or before
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 students to 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 quality management systems.

**HRM3356 Japanese Management (3 credits)**
The course broadens students' perspectives by studying Japanese management which is rather different from the Western system. This elective is designed to develop student's understanding of the myth of Japanese human resources management practices. Students will be exposed to a number of conceptual and theoretical issues, before critically examining the actual patterns of Japanese management practices. By the end of the course, students should be equipped with the necessary knowledge to explain the patterns of employment practices in contemporary Japan, understand their interaction and change over time, and appreciate how Japanese organisations manage their employment relations. The concept of ethical leadership, uses and abuses of corporate power in Japanese society and corporations will be emphasised.

**HRM4350 Industrial Relations and Employment Law** (from Term 2, 2023-24)/
**Industrial Relations** (from Term 2, 2019-20 to Term 1, 2023-24)/
**Industrial Relations in Hong Kong** (in Term 1, 2019-20 or before)
**(3 credits)**
This course aims to provide students with an understanding of contemporary international theories and concepts about industrial relations, and with comparative insights into the various practices and arrangements that can be adopted for industrial relations in Hong Kong. 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 in Hong Kong. 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. Basic knowledge on contract law and business law is preferred.

**HRM4351 Management of Innovation and Change (3 credits)**
(recoded to MGT4351 from 2026-27)
(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))
In 2025-26
The course focuses on the importance of leadership and people management skills in fostering environments that promote creativity, which is crucial for implementing change and innovation strategies, especially in the context of the evolving landscape influenced by AI. It highlights how effective leadership can drive organizational success by nurturing a culture that embraces new ideas and adaptability.

In 2024-25 or before
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.

**HRM4355 Current Issues in Organisations (3 credits)**
The course is a free elective designed to focus on a selection of current organisational issues that are not covered in depth on other courses, such as emotional intelligence, psychological contracts, organisational citizenship, corporate citizenship, downsizing, and benchmarking. By nature, current organisational issues are subject to change and areas may be added or subtracted according to circumstances. No prior knowledge of

organisational behaviour is required. Necessary background will be provided as topics are introduced.

**HRM4358 Be Future Ready ! Work and Organisation in the Digital Era**
(from Term 2, 2023-24)/
**Work and Organisation** (in Term 1, 2023-24 or before)
**(3 credits)**
(recoded to MGT4358 from 2026-27)

(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))

From Term 2, 2023-24 to 2025-26

The digital era has brought profound changes to the way we work and organize. 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 with a wide variety of managerial roles and positions (marketing, operations, HR, finance & accounting, etc.) in both traditional industries (e.g., intensive labor jobs) and emerging era (e.g., gig economy, digital era with remote work, artificial intelligence, automation etc.). The course is based on the notion that satisfactorily understanding organizations requires a combination of theoretical insights, empirical evidence, and practical applications from various disciplines, such as management, psychology, sociology, and computer science. This course requires students to engage in interactive lectures, case studies, group discussions, and hands-on exercises to deepen their understanding and apply their learning to real-world scenarios. By the end of this course, students will have a comprehensive and critical perspective on the changing of work and organizations in the digital era, and equip themselves basic organizational skills to survive and thrive in this new reality.

In Term 1, 2023-24 or before

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.

**HRM4399 Special Topics in Human Resource Management (3 credits)**

This course covers special topics in human resource management which are deemed important but are not currently addressed in courses in the human resource management programme. The course will examine the human resources management practices of work rules and schedules, career transitions and career development, employee protection and representations, safety and health management, international human resources management and the future of human resources management.