



1. General Information

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| Course Subject | MGMT |
| Course Number | 3475 |
| Course Title | Current Topics in Human Resource Management |
| Academic Years | 2023-2024 |
| Grading Method | Letter |

2. Instructors

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Subclasses: 1A, 1B

4. Course Description

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| Course Description | The purpose of this course is to provide students with an in-depth understanding of some of the major topics of human resource (HR) management that are especially relevant to contemporary organizations. In addition, this course has a strong emphasis on learning through real world examples. In so doing, this course enhances the likelihood of students understanding the various HR issues they will face when they are employed after graduation. |
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5. Course Objectives

1. Upon finishing this course, students should have a solid understanding of (a) the contemporary issues faced by most HR managers today, and (b) the roles HR managers play in the process of dealing with those issues.

6. Faculty Learning Goals

Goal 1: Acquisition and internalization of knowledge of the programme discipline

Goal 2: Application and integration of knowledge

Goal 3: Inculcating professionalism

Goal 4: Developing global outlook

Goal 5: Mastering communication skills

Goal 6: Cultivating leadership

7. Course Learning Outcomes

| 7. Course Learning Outcomes | | | | | | |
|---|--------------------------------|---|---|---|---|---|
| Course Teaching and Learning Activities | Aligned Faculty Learning Goals | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| CLO1. Demonstrate critical thinking when presented with HR problems and express their views and opinions on HR issues in an articulate way. | ✓ | | ✓ | ✓ | | ✓ |
| CLO2. Use theories and empirical findings to identify the solutions for key HR challenges. | ✓ | | ✓ | ✓ | | ✓ |
| CLO3. Conduct topic analysis to apply theoretical concepts. | | ✓ | ✓ | ✓ | ✓ | ✓ |
| CLO4. Demonstrate effective communication and presentation skills. | | ✓ | | | ✓ | |

| 8. Course Teaching and Learning Activities | | |
|---|----------------------|-------------------------|
| Course Teaching and Learning Activities # | Expected Study Hours | Study Load (% of study) |
| T&L1. Lectures Lectures with PowerPoint slides will be conducted. The relevant slides for each class will be available online before the class starts. | 20 | 16.7 |
| T&L2. Class activities Discussion questions will be provided to encourage a group or an individual student to participate in discussions and share views. | 12 | 10 |
| T&L3. Group presentation Students are divided into groups and are required to conduct a project on an assigned HR topic. Each group makes a 30-minute oral presentation. | 38 | 31.7 |
| T&L4. An end-of-term test Students are required to study for one end-of-term test. | 50 | 41.6 |
| | Total: 120 | Total: 100 |

| 9. Assessment Methods | | | |
|-------------------------|---|----------|----------------------------------|
| Assessment Methods | Description | Weight % | Aligned Course Learning Outcomes |
| A1. Class Participation | Class participation forms an integral part of your assessment. It is an individual-level assessment. You are encouraged to actively participate in all assigned discussions and activities. In order to be a successful professional, you need to be outspoken and show great initiative at work. | 20% | 2,3,4 |
| A2. Group Presentation | Students are divided into groups and are required to conduct a HR-related project. Each group makes a 30-minute presentation. The group presentation will be evaluated based on such criteria as presentation styles, content coverage, articulation on critical issues, use of concepts discussed in class, quality of interaction in the Q&A session. In determining the grade, input from the audiences' evaluations and their questions will be considered. | 30% | 2,3,4 |
| A3. Final Exam | An end-of-term test will be administered to assess students' (a) understanding of key HR principles and concepts, and (b) concept application of the learned HR knowledge and theories. | 50% | 1 |

| Assessment Rubrics | |
|-------------------------|---|
| A1. Class Participation | Class participation will be assessed through assigning points for individual participation. |
| A+,A,A- | Extremely well prepared for class discussion and active in sharing views |
| B+,B,B- | Partially prepared for class discussion and quite active in sharing views |
| C+,C,C- | Not well prepared for class discussion and only occasionally sharing views |
| D+,D | Not well prepared for class discussion and no sharing of views |
| F | Never prepared for class discussion and no sharing of views |
| A2. Group Presentation | *Peer Evaluation for Group Work In normal cases, each individual group member receives the same total score for his/her group work. However, in some cases, individual group members' scores will be adjusted depending on their efforts and contribution to the group work. |
| A+,A,A- | Professional presentation style, comprehensive content coverage, well-articulated on critical issues, effective use of HR concepts, and quality interaction with audience. |
| B+,B,B- | Decent presentation style, appropriate content coverage, clear discussion of critical issues, moderately effective use of HR concepts, and acceptable interaction with audience. |
| C+,C,C- | Mediocre presentation style, limited content coverage, marginally acceptable discussion of critical issues, infrequent use of HR concepts, and limited interaction with audience. |
| D+,D | Weak presentation style, key content omitted, unclear focus on critical issues, very limited use of HR concepts, and poor interaction with audience. |
| F | Unacceptable presentation style, questionable content coverage, omitting critical issues, zero use of HR concepts, and no interaction with audience. |
| A3. Final Exam | |
| A+,A,A- | 90-100% of the responses are correct. |
| B+,B,B- | 80-89% of the responses are correct. |
| C+,C,C- | 70-79% of the responses are correct. |
| D+,D | 60-69% of the responses are correct. |
| F | Less than 60% of the responses are correct. |

| 10. Course Grade Descriptors | |
|------------------------------|-----------------|
| A+,A,A- | Please indicate |
| B+,B,B- | Please indicate |
| C+,C,C- | Please indicate |
| D+,D | Please indicate |
| F | Please indicate |

| 11. Course Content and Tentative Teaching Schedule | | | | | | |
|--|------|------|-------------------------------|----------|-------------|----------------------|
| Topic/ Session | Date | Time | Content | Readings | Assignments | Other information |
| 1 | | | Employee-org anization fit | | | |

11. Course Content and Tentative Teaching Schedule

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|----|--|--|--|--|--|--|
| 2 | | | Validity of job interviews in employee selection | | | |
| 3 | | | Employees' personality | | | |
| 4 | | | An expanded view of job performance | | | |
| 5 | | | Psychological contract and its breach | | | |
| 6 | | | The role of mentoring in employees' career development | | | |
| 7 | | | The growing trend of job mobility | | | |
| 8 | | | Employee emotions and misbehaviors | | | |
| 9 | | | Layoffs, survivors, and fairness | | | |
| 10 | | | The balance between work and family | | | |
| 11 | | | Expatriation | | | |
| 12 | | | Employee voice | | | |

12. Required/Recommended Readings & Online Materials

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| Reading | Reading materials will be assigned. |
| Textbook | No designated textbooks. |

13. Means / Processes for Student feedback on Course

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| ✓ | Conducting mid-term survey in addition to SETL around the end of the semester |
| | Online response via Moodle site |
| | Others |

14. Course Policy

The University Regulations on academic dishonesty will be strictly enforced. Academic dishonesty includes, but is not necessarily limited to, plagiarism, paraphrasing of someone else's ideas, unauthorized

collaboration on out-of-class projects, cheating on in-class tests, and unauthorized advance access to test materials. This website will tell you more: <http://www.hku.hk/plagiarism/>.

Classroom misconduct: Lateness, early departures, interruptions (phones, chattering), absenteeism, dishonesty in class participation, and other disrespectful behaviors.

15. Additional Course Information

*Course Final Grade

Final grade for the course will be assigned according to the accumulative score that a student has obtained from all of the assessment criteria above.

That is, Test (50%) + Class Participation (20%) + Group Presentation (30%)

*Late Assignment Penalty

All assignments are required to be submitted on or before the specified due date and time to the instructor or the assignment submission destination. The penalty policy for any late assignments is: 1 day late → deduct 25%, 2 days late → deduct 50%, 3 days late → deduct 100%