

HCM505 Managing Human Capital in Asia

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

HCM505, Managing Human Capital in Asia, focuses on the managing and maximizing human capital in the Asian context. By focusing on actual HR practices in Asia, it offers a wealth of examples and research findings on the subject matter. The course will first examine the HR evolution in Asia, followed by an analysis of the macro-environment facing HCM in Asia, approaches to HCM in Asia, leadership and engagement, role of company culture, acquisition, change management, organization of HR in Asia, employer branding, Asian management systems, and the future of HCM in Asia.

Topics:

- HCM in the western world
- Evolution of HCM in Asia
- Political and economic influences
- Social and cultural influences
- Demographic and educational factors
- Approaches to HCM in Asia (legal environment, managerial decision making, conflict management, negotiation, motivation systems, financial and non-financial incentives)
- HCM in practice (workforce planning, recruitment & selection, performance management, HRD, career planning, remuneration, change management, employee representation, collective bargaining)
- How is HR organized in Asia?
- HCM in multinational and internationally operating companies
- Joint ventures and enterprise merging
- Understanding cross-cultural management
- Leadership in Asia
- Employer branding in Asia
- Asian management systems
- The future of HCM in Asia

Textbooks:

Arup Varma and Pawan S. Budhwar: Managing Human Resources in Asia-Pacific (2014), Routledge
ISBN-13: 9780415898652-AA

Elizabeth Martin-Chua (2014): Creating the Fit Singapore Institute of Management
ISBN-13: 9789810792268-AA

Arup Varma and Pawan S. Budhwar: Managing Human Resources in Asia-Pacific (2014), Routledge
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Learning Outcome:

- appraise the international dimensions of HCM
- analyze the mobility of people, jobs, and knowledge within Asia
- discuss the practice of recruitment, selection, training and development in Asia
- formulate motivation and reward strategies in the Asian context
- evaluate cross-cultural differences
- compare HR systems in Asia

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
TUTOR-MARKED ASSIGNMENT	20
GROUP BASED ASSIGNMENT	30
Sub-Total	50

Examinable Component	Weightage (%)
Written Exam	50
Sub-Total	50

Weightage Total **100**