

HCM523 Selected Topics in HCM

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JAN

Synopsis:

The topics addressed in this module will involve current and/or specialized issues that are worthy of more in-depth treatment. The specific topics may include, for example,

- Global staffing issues
- HCM in emerging enterprises
- Global training
- Negotiating globally
- Managing a multi-generational workforce
- Job analysis and job design
- Comparative management
- HCM in the high-tech firms
- Business process and outsourcing
- HCM in the financial industry
- Creating and sustaining a knowledge-based organization
- Environmental, safety and health management
- Employee well-being and work life balance
- HRD and career management practices in Asia
- Managing in developing countries
- State of the art in management consulting

Topics:

- HCM523 Selected Topics in Human Capital Management will cover Employee Training and Development in the context of Human Resource Development (HRD).
- HRD is develop employees' capability to deliver and achieve organisation's goals and performance.
- It provides an understanding of how business strategy influences the HRD framework, processes, and practices, and how organisations can utilize the various government Continuing Education & Training (CET) initiatives.
- The CET initiatives are to implement HRD programmes and activities within the organisation.
- The concepts and theories of career development will also be examined on how it will affect Employee Training & Development.

Textbooks:

Randy L. DeSimone and Jon M. Werner: Human Resource Development, 7th Edition 7 Cengage
ISBN-13: 9781337296533

Randy L. DeSimone and Jon M. Werner: Human Resource Development, 7th Edition 7 Cengage
ISBN-13: 9781337296533-AA

Learning Outcome:

- Examine the concepts, processes and practices of human resource development (HRD) and its importance.
- Appraise how the HRD concepts and processes can be practised in different organisations.
- Analyse HRD needs using different methods.
- Implement HRD programmes and activities.
- Evaluate effectiveness of HRD programmes and activities.
- Formulate career development programme in large organisations.

Assessment Strategies:

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

Examinable Component	Weightage (%)
ECA	50
Sub-Total	50

Weightage Total **100**