

HRM201e Human Resource Management

Level: 2

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

E-Learning: BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

Synopsis:

This course aims to provide a broad understanding of human resource management that is coherently designed to meet the organization's strategic competitive advantage.

Students will learn concepts of strategy, strategic human resource management, manpower planning, job analysis, recruitment, selection, training, career development, diversity and equal employment opportunity.

Topics:

- Strategic HRM
- Job analysis and talent management
- Strategic recruitment and manpower planning
- Selecting talent and successor for key position
- Training, developing, coaching talent and successor
- Diversity and equal opportunity in small firms

Textbooks:

: Human Resource Management, Pearson Custom Textbook <eBook> Pearson
ISBN-13: 9789813133129

: Human Resource Management, Pearson Custom Textbook <eBook> Pearson
ISBN-13: 9789813133129-AA

Learning Outcome:

- Illustrate the human resource management flow.
- Describe strategic objectives for human resource management.
- Discuss the outcomes of recruitment and selection issues for strategic fit
- Contrast strategic fit with equal employment opportunity.
- Explain the strategic training and career development for succession planning.
- Comment on the concept of psychological contract in relation to retention of high performers and talents.

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
PRE-CLASS QUIZ	2
PRE-CLASS QUIZ	3
GROUP BASED ASSIGNMENT	45
Sub-Total	50

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

Weightage Total **100**