

HRM257 Labour and Manpower Policies in Singapore

Level: 2

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JAN

Synopsis:

HRM257 Labour and Manpower Policies in Singapore is aimed at equipping students with the necessary knowledge and skills to devise organizational responses and policies to address Singapore's strategic manpower initiatives. These include, for example, fair employment practices, enhancing opportunities for mature employees, encouraging women's participation in the workforce and employment of low-wage contract and casual workers. For a comparative perspective, students will also be introduced to manpower policies and practices in other countries.

Topics:

- National manpower initiatives and best practices
- Current needs of organizations
- Effective stakeholder engagement
- Communication of national manpower initiatives
- Promoting fair employment practices
- Developing a skilled workforce
- Enhancing opportunities for older workers
- Enhancing opportunities for women
- Enhancing opportunities for other special employee groups
- Manpower policies and practices outside Singapore

Learning Outcome:

- Discuss national manpower initiatives and best practices
- Identify organizational implications of implementation of national manpower initiatives
- Analyse issues facing specific employee groups such as older workers, women, low-wage contract and casual workers
- Examine the effectiveness of HRM policies and initiatives
- Contrast Singapore's manpower policies and practices with other countries

Assessment Strategies (Evening Class):

| Components | Description | Weightage Allocation (%) |
|-------------------------------|---------------------------|--------------------------|
| Overall Continuous Assessment | TUTOR-MARKED ASSIGNMENT 1 | 40 |
| | PRESENTATION 1 | 40 |
| | ORAL EXAM 1 | 20 |
| Total | | 100 |

