

MBA

Human Resources

Management

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HRM - Key Topics :

- **Global HRM: Globalization, Strategic Roles**
- **Culture – Law - Ethics**
- **Staffing Planning**
- **Training and Development**
- **Performance Evaluation**
- **Compensation**
- **Labour Relations**

Class Agenda

Many Snack & Short breaks

- Sat / Sun (12:00 – 19:00)

#	Dates	Student - Group Presentation / Facilitation
1-4	Nov 12 19, 25, <u>26</u>	Lecture
5-6	Dec 16, 17,	Lecture
7	Dec 23	Oral Presentation / Assignment

Assessment (Per Course Outline)

Methods	%	Remarks
Individual Assignment 2 - Written Report (2500 words)	50	Dec 17 (Essay)
Individual - Assignment 1 -Oral Presentation with PPT (15 mins, with 12-15 PPT inclusive of cover/end pages & references)	50	Dec 23 (PPT)
Total	100	

Late Submission Penalties (tick if appropriate)	
Up to 1 week late (50% Max)	
Over 1 week late (0%)	

Assignment (Written Report – 2500 words)

Detail – refer to the university – assessment specification

Students are required to produce an essay based on own selected case(s) for published literatures.

You should select case of 1 Global/Regional company (Public listed). For example, A company (e.g. Hong Kong based listed company) expanded to another country B (like Singapore). You should evaluate how the international expansion has led to different HR management challenges and actions when the local HR Team upgrades into an international HRM.

The essay should select 1-2 key challenging HRM issues (below) identified in the cases.

- You must indicate in your essay which issues you have selected.
- Your report should draw upon the learnings and guidelines from the field of HRM

The HRM issues can be selected from the following:

- Staff Recruitment
- Performance management – Performance appraisal
- Compensation and Benefits
- Talent Management
- Training and Development
- Employee Relationship
- Others (suggest to prior approval by lecturer)

The Essay (2500 words) should include at least the following:

- Background of the companies
- Challenges: 1-2 HR challenges/problematic issues related to international expansion
- Scope – Description of context of the challenges/problems, root cause(s) of the issues and who are the stakeholders being impacted. Scope should also include similar and difference in A and B on the challenges and the way how the HR managers experience and approach to solve the issues.
- Analysis – Analyse the challenges and their problem solving and the positive and negative impacts, and identify potential upgrade and improvement areas.
- Recommendation for solution – propose short / mid / long term action plan (timeline) –the pros and cons of the plan – the required resources and impacts, and potential outcome of the actions.
- Conclusion

Assignment - (Oral Presentation 15 mins (+QA), 10-12 PPT)

Detail – refer to the university – assessment specification

Students are required to produce a presentation that analyses a contemporary HR management issue related to digital transformation and how key change drivers affect the way HR leaders manage in complex business environments. The presentation must contain strategies, insights, solutions and conclusions derived from the findings and culminate in fully justified recommendations and an implementation plan for recommended changes.

Key Change Drivers of Digital Transformation – (1) Artificial Intelligence (AI), (2) Robotic, (2) CHATGPT, (3) Cloud computing, (4) Machine Learning, (5) Block-chain, (6) cognitive technology, and (7) IoT (Internet of Things) and etc., are changing the way organizations being managed. For example, the way we lead, attract, motivate, and retain staffs, the way we lead as HR leader and team for performance, the way to serve our stakeholders (employees / customers / suppliers / investors / partners), the way we compete, and definitely have profound impacts to the way we manage and drive performance effectiveness in our organization today and future.

Students should select 1 of the above 6 Key Change Drivers in digital transformation and reference to at least 10 articles related to how the key selected driver(s) are being adapted and how they impact on 1 to 2 key HR functions for higher performance today and in the future – internalize and focus on the topic, provide an insightful critical analytical on the HR challenges.

Your presentation must indicate clearly the change driver and the HR challenges you have selected. Moreover, the presentation should draw upon learnings from the field of HR and business management given in the lectures or in the previous activities and exercises

The presentation should cover the followings:

1. Brief introduction the background and focus of the topic / key change driver
2. How the organization adopts and embraces the change driver(s) and the affects of it on how HR leaders adopt these drivers and change, as well as how they adapt to allow HR to perform.
3. Analyse and reflect key findings and learnings (impacts, insights, lessons, observations, arguments) from the articles
4. Key challenges for HR leaders to apply learnings into their real workplace
5. Provide recommendations / suggestions for better results

Text Book

***Gary Dessler (2016). Human Resource Management 15th Edition.
Pearson Education Limited***

***Evans, P, Pucik, V., Bjorkman, I. (2016), The Global Challenge –
International Human Resources Management, 2nd Ed., McGraw-
Hill International Edition.***

***Briscoe, D.R., Schuler, R.S., & Tarique, I.. (2011), International
Human Resource Management: Policies and Practices for
Multinational Enterprises 4th Ed.***

***Becker, B.E., Huselid, M.A., Ulrich, D., (2001), The HR Scorecard
– Linking People, Strategy, and Performance, Harvard Business
School Press***

Other References :

- Stone, R., (2009), *Management Human Resources – an Asian Perspective*, 1st ed, Wiley
- Deresky, H. (2011), *International Management: managing across borders and culture*. Pearson.
- Stahl, G.K., Mendenhall, M.E., Oddou, G.R. (2011), *Readings and Cases in International Human Resource Management and Organizational Behavior*, 5th Ed, Routledge
- Dowling, P. J., Festing, M., & Engle, A. (2008) *International Human Resource Management: Managing People in a Multinational Context* (5th ed.). Thomson,