

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

- Sun – 10:00 – 18:00

#	Dates		Student Group Presentation / Facilitation
1	Nov 08 (Sun)		Lecture
2	Nov 22 (Sun)		Lecture
3	Nov 29 (Sun)		Lecture
4	Dec 06 (Sun)		Lecture
5	Dec 13 (Sun)		Lecture
6	Dec 20 (Sun)		Lecture & Presentation (10:00 – 16:00)

Assessment (Per Course Outline)

Methods	%	Remarks
Individual Assignment 1 - Oral Presentation (15-20 mins, with 15-20 PPT)	50	(Dec 20)
Individual Assignment 2 - Written Report (2500 words)	50	Submission 1. 6 Dec, 2020 (Ethic Form)* 2. 4 Jan 2021 (Essay)
Total	100	

Late Submission Penalties (tick if appropriate)

Up to 1 week late (50% Max)

Over 1 week late (0%)

Assignment #1

(Oral Presentation 15 mins + 15-20 PPT)

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 in managing in the complex business environments. The presentation must contain strategies, insights, solution, 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) Big Data, (3) Machine Learning, (4) Block-chain, (5) cognitive technology, and (6) 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.

Student should select 1 of the above 6 Key Change Drivers in digital transformation and reference to at least 4 articles related to how the key selected driver(s) being adapted and impact 1 to 2 key HR functions for higher performance today and 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 HR challenges you have selected. Moreover, presentation should draw upon the theories, principles, tools and guidelines from the field of HR and business management given in the lectures or in the previous activities and exercises. The presentation should at least cover the followings:

1. Brief introduction the background and focus of the topic / key change driver
2. How organization adopts and embrace this change driver(s) and how it affects how HR leaders adopt these drivers and change, and apply 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 recommendation / suggestion for better results

Detail – refer to the university – assessment specification

Assignment #2 (Written Report – 2500 words)

Students are required to produce a consultancy report based on one of the below 2 methodologies

- a. Interview of 2 HR managers (Required to submit ethic form)
- OR
- b. Literature research

You should select 2 different companies (1 local Hong Kong company, and another 1 non-Hong Kong company) which are preferably from the same industry. The companies (2) selected should both be legally registered companies with 20+ staffs which have expanded their operation overseas. For example, a Hong Kong based company expanded to another country like China or Macao or Singapore, and vice versa. You should identify how the international expansion has led to different HR management challenges and actions when the local HR Team upgrades into an international HRM. If the companies selected do not meet the 1 local / 1 foreign requirement, the proposed company should be approved by module lecturer in advance.

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

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

The HRM issues can be selected from the followings:

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

Detail – refer to the university – assessment specification

Cases

No.	Cases
In Class Reading / Discussion	1. HR Roles and Responsibilities 2. A new breed of global Cosmopolitans 3. Decline in Ethics; Business Ethics – Foreign Expat – in China ? 4. The Need for Corporate Mind Set 5. Fortune : Inside Pfizer (Leadership) 6. CEO Pay – How to pay like US's CEO ? 7. Work, Life Balance in Google, and in Emerging markets
Group Case Analysis	1. Talking About Whose Generation by Deloitte : Recruitment, Motivation, Retention of Gen Y in BRICS 2. Post-merger integration at Teva Pharmaceuticals 3. Global talent management at Standard Chartered Bank 4. Are Standardized Performance Appraisal Really Preferred ? 5. Bonus in bad times ?

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,