

Module: MNO2302 Human Resource Management, Sem. 2, AY2017/2018

Instructor: Chee Mew Leng

Module Description:

This module introduces students to strategic HR management and the concepts and theories underpinning the practice of human resource management (HRM) in the context of a dynamic and complex environment in an age of digital explosion. Besides acquiring fundamental knowledge of critical functions which include human resources planning, recruitment, selection, performance management, compensation, training and development, employee relations, students will appreciate the use of human resources as a core competency in value creation and contributing to the competitiveness and success of every organization. The context for the management of human resources including globalization and the legal framework will be examined. Issues confronting HRM practitioners as they deal with the complexities in an invariably challenging environment will also be explored. Students will learn to critically evaluate the HRM policies and practices adopted by organizations. At the end of the module, through reflective thinking, students will develop an understanding of the intricacies in HRM and the significance of strategic HR management, thereby enhancing their future-readiness in managing HR in a volatile, uncertain and ambiguous landscape.

Key topics include Strategic HR management, Employee-Management Relations, Staffing, Performance Management, HR Training & Development, Compensation, Managing Workforce of the Future.

Learning Outcomes:

1. An understanding of the critical role played by HRM in value creation and contributing to the competitiveness and success of every organization;
2. Knowledge of the link between HRM and organisational strategies as well as the critical functions of HRM in an organisation;
3. Ability to critically evaluate the HRM policies and practices adopted by organisations;
4. An appreciation of the intricacies in managing human resources in a complex and challenging environment; and
5. Being future-ready graduates in managing HR in an age of digital explosion.

Modes of Teaching and Learning:

Sectional teaching which incorporates both lecture and tutorial activities
IVLE course materials
Case studies
Video discussions
Simulation activity
Written assignments
Oral presentations of topical questions
Test

Syllabus:

1. Strategic HR management
2. Context of human resource management
3. Dynamics of employee-management relations
4. Recruitment
5. Selection
6. Performance Management
7. Compensation
8. Pay-for-Performance
9. Training and Development
10. Managing Workforce of the Future

Readings:

Reference text book: To be announced.

Assessment (%):

CA1 Learning Contribution	20%
CA2 Individual Assignment	25%
CA3 Group Presentation	25%
CA4 Class test	30%

Pre-requisite(s):

N.A.

Preclusion(s):

N.A.

ACADEMIC HONESTY & PLAGIARISM

Academic integrity and honesty is essential for the pursuit and acquisition of knowledge. The University and School expect every student to uphold academic integrity & honesty at all times. Academic dishonesty is any misrepresentation with the intent to deceive, or failure to acknowledge the source, or falsification of information, or inaccuracy of statements, or cheating at examinations/tests, or inappropriate use of resources.

Plagiarism is 'the practice of taking someone else's work or ideas and passing them off as one's own' (The New Oxford Dictionary of English). The University and School will not condone plagiarism. Students should adopt this rule - You have the obligation to make clear to the assessor which is your own work, and which is the work of others. Otherwise, your assessor is entitled to assume that everything being presented for assessment is being presented as entirely your own work. This is a minimum standard. In case of any doubts, you should consult your instructor.

Additional guidance is available at:

<http://www.nus.edu.sg/registrar/adminpolicy/acceptance.html#NUSCodeofStudentConduct>

Online Module on Plagiarism:

<http://emodule.nus.edu.sg/ac/>