

Course : **MNO3701 Human Capital Management**

Session : **Semester 2, AY2025/2026**

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Course Outline:

This course introduces students to human capital management (HCM) and the concepts underpinning HCM in the context of a dynamic and complex environment in an age of digital explosion. Besides acquiring fundamental knowledge on HCM, students will appreciate how human capital is a key resource and a value-creation partner in contributing to the strategic goals and success of every organisation. The context for the management of human capital including globalisation and the legal framework will be examined. Issues confronting practitioners as they deal with the complexities in an invariably challenging environment will also be explored. At the end of the course, through reflective thinking, students will develop an understanding of the intricacies in HCM and its significance, thereby enhancing students' future-readiness in developing competencies that will help their organisations in creating a competitive advantage through human capital.

Learning Outcomes:

1. An understanding of the critical role played by human capital in value creation and contributing to the competitiveness and success of every organisation;
2. Knowledge of the link between HCM and organisational strategies as well as the critical functions of HCM in an organisation;
3. An appreciation of the intricacies in managing human capital in a complex and challenging environment; and
4. Being future-ready graduates in managing human capital in an age of digital explosion.

Modes of Teaching and Learning:

- Sectional teaching incorporates both lecture and class activities
- Course materials in Canvas
- Case studies
- Videos
- Written assignments
- Group projects
- Oral presentations

Syllabus includes the following key topics:

- Context of human capital management
- Talent management
- Strategic HCM and planning
- Dynamics of employee-management relations
- Talent acquisition
- Selection

- Performance management
- Compensation
- Talent development
- HCM and new world of work

Readings:

To be announced.

Assessments:

CA1 Learning Contribution	20%
CA2 Written Assignment	25%
CA3 Group Presentation	25%
CA4 Individual In-class Assessment	30%

Pre-requisite(s):

MNO1001 Management and Organisation or MNO1706 Organisational Behaviour

Preclusion(s):

Nil.

ACADEMIC HONESTY & PLAGIARISM

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

Online Module on Plagiarism:

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