Aims and Objectives

This module discusses basic theories, concepts, practices and current issues in the management of human capital in organizations. Topics include attracting, retaining, motivating and rewarding human capital. It will also discuss the impact of globalization on human capital, global flow and cross-cultural management of human capital.

Modes of Teaching and Learning

Teaching methods include lectures, videos, discussion, experiential exercises and group activities. Each student is required to write a paper (12-15 pages, single-spaced) on a topic related to management of human capital. Each student is required to give an oral presentation on the progress of the paper. These presentations form an integral part of the module.


Assessment

Final examination (closed book) 50%
Paper & presentation 30%
Class participation 10%
Assignments 10%
Major Topics

1. Human capital management: an overview
2. Sourcing and selecting
3. Retaining, motivating and rewarding
4. Training and developing
5. Career management
6. Managing professionals and foreign talents
7. Global flow of human capital
8. Cross-cultural sensitivity and diversity
9. International human resource management
10. Corporate social responsibility
11. Contemporary issues

For each topic, the professor will not prescribe specific chapters from specific books. Participants are expected to take the initiative to refer to whichever books or chapters that suit their reading preference.

Compulsory References (Any one of the following)


Other References (more will be recommended in due course)


References (Singapore)


Ho, Geok Choo (2007) HR Metamorphosis: Themes and Perspectives of HR Management in Singapore, Singapore Human Resources Institute [HF5549.212 Ho 2007]


Tan Chwee Huat (2006) Singapore HR Quictionary, Singapore Human Resources Institute [HF5549 Sin 2006]


Ministry of Manpower (www.mom.gov.sg)
National Trades Union Congress (www.ntuc.org.sg)
Singapore Human Resources Institute (www.shri.org.sg)
Singapore National Employers Federation (www.sgemployers.com)
Singapore Training and Development Association (www.stada.org.sg)
Workforce Development Agency (www.wda.gov.sg)