National University of Singapore
NUS Business School
Department of Management and Organisation

Module: MNO2302 Human Resource Management

Semester 2, AY2015/2016

Module Instructor & Coordinator: Dr Wu Pei Chuan

Module Description:

This course introduces students to the fundamentals of human resource management (HRM). It teaches students to think about, discuss and evaluate the complexities of managing human resources within organisations. It reviews leading-edge models and frameworks, as well as current ideas and practices in managing and developing people. It seeks to facilitate students' ability to apply knowledge to practical HRM problems. It also considers human resources from a strategic perspective, as a means of creating a high-performance workforce for the sustainable competitive advantages of firms.

This course is therefore intended for students who:

- anticipate pursuing a career in human resource management; and/or
- desire knowledge about the changing nature of people management in dynamic and international business environments.

More specifically, the course aims to provide students with:

1. An understanding of the range of the increasing number of environmental pressures (e.g. business environment, national culture, legislation, labour markets, etc.) that challenge conventional HRM.

2. A solid foundation in the core areas of HRM such as job analysis, recruitment and selection, performance management, training and development, compensation and employee and labour relations.

3. An awareness of how HRM systems might vary across country boundaries, and ways in which to develop and implement HRM policies and practices in firms operating in Singapore and other Asian environments.

Learning Outcomes:

By the end of the course, the student will be able to:

- identify and understand the existing theoretical and practical perspectives in core HRM areas;

- critically appraise and analyse the academic literature and company human resource practices; and

- recognise the strengths and weaknesses of existing HRM policies and strategies, and make effective recommendations.

Modes of Teaching and Learning:

This course will employ a combination of teaching methods to foster both critical thinking and cooperative and active learning. Lectures will incorporate both traditional and interactive methods of teaching, including the use of video materials, Internet information, case studies, etc. Students will be required to apply the course materials to current issues. In addition to formal lectures, tutorial workshops will also be arranged. Students will be expected to participate actively in a series of classroom activities, such as seminars, case-study analyses, role-playing exercises and debates.

Syllabus:

Schedule of Events

1. **Overview**
2. **Environment and strategic HRM**
3. **HR planning and recruitment**
4. **Selection**
5. **Performance Management**
6. **Training and Development**
7. **Compensation**
8. **Benefits**
9. **International HRM**
10. **Final project presentation**

Readings:

Compulsory/recommended reading:

Primary text: Noe, R., Hollenbeck, J., Gerhart, B., & Wright, P. (2012). *Human Resource Management: Gaining a Competitive Advantage*, 8th Edition. McGraw-Hill/Irwin.

Assessment (%):

1. Class participation	20%
2. Test (case analysis)	20%
3. Individual response papers	20%
4. Team presentation	15%
5. Final project	25%

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/

Pre-requisite:

MNO1001 Management and Organisation