

**Module:** MNO2302 Human Resource Management

**Session:** Semester 2, AY2016/2017

**Instructor:** Chee Mew Leng

**Module Description:**

This module introduces students to the concepts and theories underpinning the practice of human resource management (HRM) in a dynamic changing environment. Students will acquire fundamental knowledge of critical functions which include human resources planning, recruitment, selection, performance management, compensation, training and development, employee relations, and appreciate the critical role played by HRM in contributing to the performance and success of every organization. The context for the management of human resources including globalisation 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. Through reflective thinking, students will develop an understanding of the intricacies in managing human resources. At the end of the module, students will be able to critically evaluate the HRM policies and practices adopted.

Key topics include Strategic HRM, Employee-Management Relations, Staffing, Performance Management, HR Training & Development, Compensation, The Future of HRM.

**Learning Outcomes:**

1. An understanding of the critical role played by HRM in contributing to the performance 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. An appreciation of the intricacies in managing human resources in a complex and challenging environment; and
4. Ability to critically evaluate the HRM policies and practices adopted by organisations.

**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. Context of human resource management
2. Dynamics of employee-management relations
3. Strategic human resource management and planning
4. Recruitment
5. Selection
6. Performance Management
7. Compensation
8. Pay-for-Performance
9. Training and Development
10. The Future of HRM

**Readings:**

Compulsory/recommended reading:

Reference textbook : Snell, Morris & Bohlander, 2016. Managing Human Resources. Cengage Learning.

**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/>