

**BNU-HKBU**  
**UNITED INTERNATIONAL COLLEGE**  
**UNDERGRADUATE HANDBOOK**  
**2021-2022**  
**Division of Business and Management**  
**Minor Programme in Management of**  
**Human Resources**

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## **1. General Information**

### ***1.1. Programme Title***

Minor Programme in Management of Human Resources  
人力资源管理副修

### ***1.2. Academic Unit Involved in the Delivery of the Programme***

The Minor Programme in Management of Human Resources is to be offered by the Management of Human Resources Programme and administered under the Division of Business and Management.

### ***1.3. Programme Aims, Objectives and Intended Learning Outcomes***

The Minor Programme in Management of Human Resources aims to provide students with comprehensive understanding of the field of Management of Human Resource to complement the knowledge of their major field of studies. The field of Management of Resource Management is ubiquitous such that in all industries, managers have to work with human resource issues. The structure of this Minor Programme provides students with a foundation of knowledge and techniques in Management of Human Resource, allowing the students to develop the skills required to become competent managers. Upon completion of this minor programme, the students will be equipped with the analytical and problem solving skills to handle human resource-related issues in their respective specialty fields.

Table 1 outlines the Programme Intended Learning Outcomes (PILOs) of the Minor Programme in Management of Human Resources; whereas, Table 2 delineates the alignment of its PILOs with the Graduate Attributes (GAs) of UIC.

**Table 1: Programme Intended Learning Outcomes (PILOs)**

|                                                                                                                |                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Upon successful completion of the Minor Programme in Management of Human Resources, students should be able to |                                                                                                                                                                                               |
| <b>PILO 1</b>                                                                                                  | Explain the theories and principles of human resource management and apply these theories and practice techniques in tackling real-world human resource problems and issues;                  |
| <b>PILO 2</b>                                                                                                  | Enhance students' awareness of the impact of culture in leading and motivating employees by analysing human relationships within an organisation;                                             |
| <b>PILO 3</b>                                                                                                  | Integrate knowledge and skills in a multiple set of business-related disciplines to solve diverse real-life problems, based on the analytical and problem-solving skills they have developed. |

**Table 2: Mapping of the Programme Intended Learning Outcomes (PILOs) with the Graduate Attributes (GAs)**

| PILOs                                  | GAs          |            |           |          |             |                |           | No. of GAs addressed by this PILO |
|----------------------------------------|--------------|------------|-----------|----------|-------------|----------------|-----------|-----------------------------------|
|                                        | Citizen-ship | Know-ledge | Learn-ing | Skills   | Creati-vity | Commu-nication | Team-work |                                   |
| PILO 1                                 |              | X          | X         | X        |             |                |           | <b>3</b>                          |
| PILO 2                                 |              | X          | X         |          |             | X              |           | <b>3</b>                          |
| PILO 3                                 |              | X          |           |          | X           |                | X         | <b>3</b>                          |
| <b>No. of PILOs addressing this GA</b> | <b>0</b>     | <b>3</b>   | <b>2</b>  | <b>1</b> | <b>1</b>    | <b>1</b>       | <b>1</b>  | <b>---</b>                        |

#### **1.4. Medium of Instruction**

The medium of instruction for the Programme is English

#### **1.5. Target Students**

The target students of the Programme are non-DBM students.

#### **1.6. Year of Implementation**

The Minor Programme in Management of Human Resources has been offered from the Academic Year of 2020-2021.

## **2. Programme Requirements and Structure**

### **2.1. Programme Requirements**

The Minor Programme in Management of Human Resources aims to provide opportunities for students to pursue their interest in Management of Human Resource and to develop their skills in the business world. Students can claim the Minor Programme in Management of Human Resources if they can fulfil the following criteria:

- Complete 15 units in accordance with the stipulated programme structure as in Table 3; and
- Attain a minimum cumulative GPA of 2.0 for all the 5 courses to be completed.

### **2.2. Programme Structure**

The Minor Programme in Management of Human Resources consists of 1 required course followed by 4 electives, 2 from Group A and 2 from Group B Elective Courses. The compulsory course MHR3003 Human Resource Management is the foundation course for all other MHR courses; and, the seekers of the Minor Programme should take this as the first course in the Minor Programme. Group A elective courses are the major required courses that cover the basic human resources management functions. The seekers can select two out of the four courses. Group B elective courses will introduce students to the other specialty knowledge in the field of MHR. The seekers can select any two of the courses in Group B. The

curriculum is summarised in Table 3 shown below. Students are required to complete at least one course at level 3 or above.

**Table 3: Curriculum Structure of the Minor Programme in Management of Human Resources**

| Code                                  | Title                                      | Unit | Level | PILO |   |   | Prerequisite(s) |
|---------------------------------------|--------------------------------------------|------|-------|------|---|---|-----------------|
|                                       |                                            |      |       | 1    | 2 | 3 |                 |
| Required Course: (3 units)            |                                            |      |       |      |   |   |                 |
| MHR3003                               | Human Resource Management                  | 3    | 3     | X    | X |   | None            |
| Elective Courses (Group A): (6 units) |                                            |      |       |      |   |   |                 |
| MHR3013                               | Human Resource Development                 | 3    | 3     | X    |   | X | None            |
| MHR3023                               | Recruitment and Selection                  | 3    | 3     | X    |   | X | None            |
| MHR3033                               | Performance Management and Rewards         | 3    | 3     | X    |   | X | MHR3003         |
| MHR3043                               | Labour Relations and Law                   | 3    | 3     | X    |   | X | MHR3003         |
| Elective Courses (Group B): (6 units) |                                            |      |       |      |   |   |                 |
| BUS4043                               | Cross-Cultural and Comparative Management  | 3    | 4     | X    | X |   | None            |
| MHR3063                               | Global Human Resource Management           | 3    | 3     | X    |   | X | MHR3003         |
| MHR3073                               | Applied Social Psychology in Organisations | 3    | 3     | X    |   | X | BUS2003         |
| MHR4003                               | Human Resource Strategy and Planning       | 3    | 4     | X    |   | X | MHR3003         |
| MHR4013                               | Human Resource Management in China         | 3    | 4     | X    |   | X | MHR3003         |