

# HCM547 Technology, Disruption, and Human Capital Management

**Level:** 5

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JAN

## Synopsis:

HCM547 Technology, Disruption, and Human Capital Management examines the way that technological disruption is transforming the discipline of human capital management and businesses. The course commences with coverage of the digital disruption megatrend, paying particular attention to segment on artificial intelligence and automation, before considering the move towards flexible, short-term, and contingent work in the so-called “gig economy”. Opportunities and costs will both be considered, viewed from both a business and an ethical/societal perspective.

The second half of the course will supplement content found in various core courses, examining the effects of digitalisation, automation, and other forms of disruption on traditional human capital functions such as learning and development, performance management, and talent management.

## Topics:

- The digital disruption megatrend
- Automation and HCM
- Outsourcing operational HR functions
- Contingent work and the gig economy
- Artificial intelligence, big data, and HCM analytics
- Industrial transformation in Singapore and the region
- The digitalisation of recruitment, assessment, and selection
- The digitalisation of learning and development
- The digitalisation of performance management
- The digitalisation of talent management
- The Personal Data Protection Act (PDPA), data law, and ethics
- User experience and the digital service delivery model

## Textbooks:

Introduction to HR technologies: Understand How to Use Technology to Improve Performance and Processes (2021) Stacey Harris Kogan Page  
ISBN-13: 9781789665284

**Learning Outcome:**

- Discuss the consequences of megatrends on organisations and human capital management.
- Appraise the digitalisation and automation of key human capital management functions.
- Predict and prepare for the transformation of human capital management in the coming decades.
- Develop future-ready human capital initiatives, policies, and strategies.
- Assess an organisation's HR analytics capability, use of digital technology, and compliance with data law.
- Propose data and technology-driven solutions to organisational and business issues.

**Assessment Strategies - Regular Semester (Evening Class):**

<b>Components</b>	<b>Description</b>	<b>Weightage Allocation (%)</b>
Overall Continuous Assessment	PARTICIPATION 1	20
	GROUP BASED ASSIGNMENT 1	40
Overall Examinable Components	ECA	40
<b>Total</b>		<b>100</b>

\*The information listed is subject to review and change.