

HCM551 Human Capital Management in the New Normal

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

HCM551 Human Capital Management in the New Normal, provides a contemporary overview of how organisations manage, engage, and grow their most important asset, people. Human capital refers to the knowledge, education, training, skills, and expertise of an organisation's workforce. The course examines demographic changes and workforce diversity, recruiting strategies, selection techniques, work design challenges, learning and development, performance feedback, employee influence, motivation and reward, as well as ethical issues in human capital management. In view of the profound changes in labour market and employment relations during the Covid-19 period, these new trends, policies and practices require an up-to-date examination.

Topics:

- The Nature and Context of HCM
- Employment Markets and Regulation
- Strategic Workforce Planning
- Job Analysis and Job Design
- Contemporary Recruitment
- Advances in Selection Methods
- On-boarding and Socialisation
- Learning and Development
- Performance and Career Management
- Total Rewards and Compensation
- Improving Employee Relations and Retention
- Ethical Issues in HCM

Textbooks:

Human Resource Management: An Asia Edition Ghee Soon Lim, Robert L. Mathis, John H. Jackson
Cengage
ISBN-13: 9789815097924

Learning Outcome:

- Examine the human capital management flow.
- Appraise methods for talent attraction and selection.
- Discuss critical issues in talent identification, development and retention.
- Design staffing plans that deliver high quality talent.
- Create strategies for employee motivation and reward.
- Evaluate different human capital management policy options.

Assessment Strategies - Regular Semester (Evening Class):

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

*The information listed is subject to review and change.