

BH2601: STRATEGIC HUMAN RESOURCE MANAGEMENT AND CONSULTING

A) Course Aims/Description

People are at the heart of all organizations. The finest hardware, systems, policies etc., can only function as effectively as the people operating/implementing them. **Human Capital** plays a pivotal role in providing organizations with the edge to not only survive but to thrive amidst the stiff global competition that pervades the business world of the 21st century. People are a precious resource in any organization, and if well nurtured and led, will form the cornerstone upon which success can be launched. In this course, participants will acquire the body of knowledge to understand the key elements in the field of HR as well as to be a Business Partner and a HR Consultant.

B) Intended Learning Outcomes (ILO)/Objectives

By the end of this course, you (as a student) would be able to:

1. Explain the **key HR functions** of Staffing, Development, Compensation, Health & Safety, Employee Relations and Research.
2. Explain the importance of ensuring **fit between these HR practices and the overall strategy** of the organization.
3. Analyze the **current challenges** faced by organizations and apply their knowledge of HR to meet these challenges.
4. Develop knowledge of **the consulting process and core skills** required of **HR consultants**.
5. Develop **teamwork skills** needed to build high-performance teams.

C) Course Content

The course comprises 13 four-hour Seminar-styled sessions from teaching weeks 1-13. Learning is made relevant through the direct and explicit application of theoretical HR-related frameworks and concepts to real life issues and problems. This is achieved through:

- **Interactive Seminars** to provide grounding in theories and frameworks.
- **Experiential Learning Exercises** e.g. Role-playing, to relate theory to experience.
- **Active Learning Pedagogies** e.g. Case Studies, team research-cum-Seminar level sharing, etc., to facilitate critical thinking and application of theories to real life situations.

Other Pedagogies include the use of self-assessments, simulations and video vignettes to help students better make sense of the relevant concepts/theories so as to reinforce and internalize learning.

D) Assessment (includes both continuous and summative assessment)

Component	Weightage
1. Critical Thinking Team Assignment	15%
2. Class Participation	30%
3. Reflection Paper on Team Dynamics	20%
4. Team Presentation	15%
5. Quiz	20%
Total	100%

E) Weekly Schedule

Week	Topic
1	Introduction to HRM
2	HR Strategy & Analysis Briefing on Assignments
3	Thematic: Team Building Critical Thinking Assignment
4	HR Competency Models
5	Job Analysis and Talent Management
6	Personnel Planning & Recruitment
7	Selecting Employees + Reliability, Validity
8	RECESS WEEK
9	Training and Development
10	Performance Management and Appraisal
11	Managing Employee Retention, Engagement & Careers + Introduction of the Psychological Contract
12	Employee and Labor Relations* <ul style="list-style-type: none">• Employee Relations & Fair Treatment at work• Industrial Relations
13	Compensation and Total Rewards
14	Team Presentations