

COURSE DESCRIPTIONS 科目簡介

COURSES FOR TAUGHT POSTGRADUATE PROGRAMMES

MGT501 Management of Organisations and People (3 credits)

This course is designed to enhance managerial and leadership skills by providing students with a solid foundation of theoretical frameworks concerning behaviour in organisations, and by drawing out practical implications for organisational effectiveness. The course will examine the nature, origins and consequences of behaviour at individual, intra-group, inter-group, and organisational levels of analysis, using participants' own observations and experiences as case materials.

MGT502 Managing Ethically (3 credits)

This course introduces the concepts and principles of ethics, social responsibility, moral development, and stakeholder analysis, and applies them to a wide variety of ethical problems at individual, firm, and societal levels. Topics include whistle blowing, bribery, fair competition, environmental protection, internet security, intellectual property, corporate governance, consumer safety, and employee rights. Students will be encouraged to question assumptions and arrive at their own judgments about what should be done by individuals as employees, consumers or citizens, by professionals and managers, especially human resource specialists, by firms, by regulators and by legislatures to improve standards of business ethics.

MGT503 Teams for Learning (3 credits)

This course introduces students to concepts, theories, and issues relevant to understanding and influencing the behaviour of people and groups at work. Teams for Learning draws upon the disciplines of psychology, management, and sociology. It explores important topics including teamwork, leadership, cooperation and competition, decision-making, and other key components of what it takes to be an effective team leader and team member and the conditions under which people develop their management capabilities. Considerable research has shown that developing quality, open-minded relationships with employees is key for effective leadership in many situations. Educational research has also identified that these relationships very much promote learning, especially learning complex ideas and skills such as those needed to be a leader and an effective team member. Students will be asked to engage in cooperative learning where they are committed to helping each other strengthen their abilities. Students will actively promote their own learning and help each other develop the ideas and skills needed to lead. Participants will learn to lead and work in a team by developing a team that promotes their management development. The team method of the course reinforces its message.

MGT504 Contemporary Human Resource Management (3 credits)

This course examines a range of contemporary human resource management (HRM) issues. To meet the challenges of today's complex and dynamic business environment, HRM offers a range of strategies, techniques and practices for managing people and organisations. The course provides students with an understanding of how HRM can be an integrating force, linking various strands of business activity to help the organisation meet its objectives through effective people management. The course covers the key functional areas of HRM such as recruitment and selection, training and development, and managing global HRM. It also explores a number of cutting-edge themes of increasing importance to HR practitioners and academics such as talent management and the knowledge-driven organisation.

MGT505 Performance Management (3 credits)

Successful companies such as Southwest Airlines, Johnson & Johnson, McKinsey and Toyota are high in both employee commitment and performance. (Beer, 2009) The aim of this course is to inspire students to appreciate the importance of effective performance management (PM) systems in companies like these. You will be familiarized with the design and implementation of effective PM systems in both for-profit and not-for-profit organizations. The course also encourages you to explore and challenge modern PM practice. You will develop insight into your judgmental biases and improve your skill in making accurate and ethical appraisals of job performance. The implications of PM for personal development plans and reward systems will be covered.

MGT506 Action Learning Projects (3 credits)

The Action Learning Projects provide opportunities for students to learn through execution, generate new insights and draw conclusions on their learning by continuous involvement in learning reflection process. Students will explore and critically examine real-life practices and problems related to people management of selected organisations, and recommend possible solutions with action plans. To strengthen students' whole-person development in concepts and action learning skills, they are required to participate actively in seminars and conferences, workshops on research and communication skills, company visits and field trips, etc. Students will also develop their leadership competence, team building, and problem-solving through organising learning activities.

MGT601 Managing Conflict in Organisations (3 credits)

This course is designed to introduce the role, importance, and methods of managing conflict in organisations. Students will be asked to consider the different forms of conflict in organisations and work-home interface. They will review and discuss research on conflict in work and cross-discipline teams, top management teams, leadership, between departments, and between organisations. Studies also indicate that well-manage conflict can promote quality decision-making, stronger relationships, innovation, organisational commitment, and employees' well-being. Emphasis will also be placed on the practical application of conflict management ideas through case studies, research papers, class discussions, and a group project using real cases to practice. Students can thus be able to analyze conflict and recommend solutions for real conflicts, as well as improve their abilities to manage conflicts constructively.

MGT602 Leadership in Organisations (3 credits)

Leadership is a central component of organizational effectiveness across a wide variety of contexts. The purpose of this course is to introduce a comprehensive array of leadership theories that may be tailored and synthesized in order to develop a high degree of leadership familiarity and competence in students taking this course. The goals of this course are to:

- make students aware of major leadership theories aimed at promoting effectiveness in organizations;
- help students become more self-aware of their personal leadership style;
- help students develop their ability to influence others, whether or not they have positional or hierarchical authority over them; and
- increase students' leadership potential.

MGT603 Comparative and Cross-cultural Management (3 credits)

This course prepares students with an understanding of the challenges of managing in a global world. It not only aims at providing students with the potential value differences between people from diverse societies, but also tries to help students to understand the

implications of various approaches for cross-cultural management issues. Through the course, students are expected to improve their understanding of the impact of Chinese thoughts and values on management practices, both within Chinese culture and in cross-cultural contexts, and thus will be equipped with relevant competence and understanding to handle such cultural issues in their future careers.

MGT604 Strategic Management (3 credits)

The course emphasises the value and process of strategic management. In addition to familiarising students with new subject matter, students are expected to integrate and apply their prior learning to strategic decision-making in organisations. The Strategic Management course is designed to explore an organisation's vision mission, examine principles, techniques and models of organisational and environmental analysis. discuss the theory and practice of strategy formulation and implementation such as corporate governance and business ethics for the development of effective strategic leadership.

MGT605 Managing Quality for People and Organisations (3 credits)

The course introduces to students the importance of people in managing business for quality. It also provides students with the concepts and practices of quality management and explores the need for managing business with a quality-oriented approach. The course will make use of a lot of current examples from organisations in both Hong Kong and overseas in expounding the importance of people in managing business for quality.

MGT606 Organisational Analysis and Change (3 credits)

This course provides students with systematic methods for diagnosing structural, cultural and political problems within the internal organisational environment, and will provide a thorough understanding of the issues involved in designing, implementing and evaluating organisational change. The course also examines the role of strategic and ethical leadership in organisational change, and in moving towards the ideals of the 'learning organisation'.

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