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Located at the crossroads between the emerging countries of Asia and the West, our School is ideally situated to confront the changes impacting our world, be it the economic resurgence of China, the deepening impact of globalisation or the need for new ethical standards as we strive for sustainability and accountability.

Our range of undergraduate and postgraduate programmes has been carefully designed to meet the needs of school leavers, fresh graduates and more seasoned professionals. Most importantly, we strive to ensure that our graduates are equipped with the requisite set of skills needed for a successful business career. While the academic curriculum is a key part of a holistic education, we also offer numerous extracurricular opportunities such as overseas exchanges, internships and service learning / language enhancement programmes, to nurture students as whole-person business leaders and responsible citizens. Academic rigour is necessary to succeed, but personal integrity is vital. Our students benefit from the type of education that will assist them not only in business, but in every aspect of their lives.

Our faculty are renowned for their innovative approach to research. We work in close collaboration with the private sector to address the practical challenges faced by organisations. We also engage with the public sector, helping to assess the business implications of new policies. Faculty members are often retained as consultants, advisors or board members of major organisations, both private and public. This combination of the theoretical with the practical helps explain our reputation as one of Asia’s finest business schools.

In the end, this is a place of ideas, for ideas determine destiny. Through constant innovation built upon a foundation of academic excellence and intellectual integrity, we seek to inspire and challenge our students to unearth their better selves and to build a better world. Can you think of a more exciting endeavour?

**Professor Ed Snape**

Dean, School of Business

Hong Kong Baptist University
Recognising the human resource as one of the important sources of strategic competitive advantage for corporate sustainability, corporations are striving to nurture and manage their human resources more effectively. As a pioneering institution offering postgraduate programmes in human resources management (HRM), Hong Kong Baptist University is known for its commitment to providing high-quality HRM education in Hong Kong and Asia. This Master of Human Resources Management (MHRM) programme shows our continuous commitment to nurturing future HRM professionals and to advancing the competence of current HR practitioners.

The MHRM programme is designed to provide participants with a solid foundation of human resources knowledge and associated skill-sets as well as an enhanced sensitivity towards HR issues and challenges. The dual emphasis on theory and practice is the key to putting theories to work in the real world. Our teaching team includes both full-time academic faculty members of the Department of Management and visiting professors who publish and consult extensively in the HRM field. I believe their breadth of knowledge and experience, and their commitment to teaching, will provide a rewarding learning experience for our participants.

**Dr. Jamie Cheung**
MHRM Programme Director
Senior Lecturer
Department of Management
Hong Kong Baptist University
Our Vision
We aspire to be a leader in whole-person business education and a centre of excellence in business research in selected strategic areas in order to inspire business practice, create value for stakeholders, and enhance social and economic growth and development.

Our Mission
Through internationally recognised business education programmes and research achievements, our School seeks to nurture ethical business leaders with global vision, who make a difference to the organisations, industries and communities that they serve, in Hong Kong, Mainland China and the global community.

In keeping with this mission, we strive to:
• cultivate and encourage our students’ academic curiosity and integrity, unleash their leadership potential, and prepare the ground for them to become all-rounded, values-conscious business graduates through our high-quality and well-balanced curriculum;
• excel as a leading institution in selected strategic research areas to advance and disseminate business knowledge as well as enhance teaching quality;
• be one of the region’s most visible and influential business schools in terms of corporate advisory and public policy impact;
• be a globally engaged business school that embraces faculty and student diversity in an increasingly interdependent and connected world;
• encourage our staff and alumni to commit to nurturing business leaders and professionals with a dual emphasis on knowledge enhancement and business development;
• foster collegiality within the School by adopting a participative governance structure that facilitates wide and frequent interactions among those who learn, teach and work at the School.

Our Core Values
Quality • Integrity • Professionalism • Innovation
Global Perspectives • Teamwork • Social Responsibility
A Reputation of Excellence

HKBU School of Business is amongst the 1% of business schools worldwide accredited by the three leading international accreditation bodies focused on business education: The Association to Advance Collegiate Schools of Business (AACSB International), The Association of MBAs (AMBA), and The European Quality Improvement System (EQUIS).

Accredited by
This two-year, part-time, Master of Human Resources Management (MHRM) programme is designed for individuals who intend to pursue a professional career in human resources management. The programme will also benefit practicing human resources professionals who have little or no formal human resources management training or education, as well as line managers who seek an advanced education in the principles and practice of people management.

Upon completion of the programme, graduates will possess:

1. **People-management competencies**: Graduates of the programme will have the necessary HR knowledge, skills and competencies to successfully carry out operational HR functions that translate HR policies and procedures into positive HR outcomes.

2. **Evaluation and advisory competencies**: Graduates of the programme will have the ability to evaluate and develop people-management programmes and processes, based on a sound knowledge of the principles of employee motivation and engagement, and an awareness of the importance of the organisational and cultural context and of ethical principles.

3. **Personal and professional development**: Graduates of the programme will be effective communicators, analytical and critical thinkers, who will appreciate the importance of life-long learning and continuing professional development.
The Department of Management at the HKBU School of Business is the leading provider of human resources undergraduate and postgraduate programmes in Hong Kong.

**Active Learning Approach**

The programme uses a range of participative and work-based learning approaches that enable participants to investigate issues or problems of concern, create useful information and options and devise plans to deal with the problems identified.

**Weekend Classes**

The programme is offered on a part-time basis and taught over weekends.

**Award Scheme**

Two awards are set up to encourage our HKBU alumni to pursue advanced professional education and to motivate programme participants to strive for academic excellence:

1. The **Graduation Academic Award** is designed to reward those who have attained excellent scholastic performance in their Master studies. It is worth HK$8,000 and will be given to three participants who have obtained the highest GPA provided that their CumGPA is no less than 3.40, with no repeated courses and no course grade below B-.

2. The **HKBU Alumni Entrance Award** is worth HK$8,000 and two awards are available. Participants need to be HKBU undergraduate alumni and to have attained at least an upper second class honours degree.
Participants are required to take a total of ten courses (i.e. 30 units) for the MHRM programme. In addition to the eight core courses, participant selects two elective courses.

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<th>Year 1</th>
<th>Year 2</th>
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<tr>
<td>Semester 1</td>
<td>2 courses (6 units)</td>
<td>2 courses (6 units)</td>
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<tr>
<td>Semester 2</td>
<td>2 courses (6 units)</td>
<td>2 courses (6 units)</td>
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<tr>
<td>Summer</td>
<td>1 course (3 units)</td>
<td>Project completion (3 units)</td>
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**Core Courses**

**Human Resources Planning and Staffing *\**
The main purpose of this course is to provide participants with the essential knowledge and skills for conducting HR planning and staffing activities. It also examines the strategic implications of effective HR planning and staffing on organisational performance.

**Training and Development *\**
This course aims to provide a comprehensive overview of the theory and practice of training and development within the organisation.

**Performance Management *\**
This course provides an overview of the philosophy and principles of performance management and discusses the design of effective performance management systems.

**Compensation and Benefits *\**
This course takes a pragmatic look at one of the most controversial and critical issues facing all kinds of organisation, that is, how to reward employees. It focuses on the design and implementation of a compensation system that rewards employees fairly while motivating outstanding performance.

**Employment Relations and Practices *\**
This course introduces the key concepts of employment relations and examines the dynamic relationships among the different actors constituting the employment relations scene. In addition, it covers the employment and related legislation that is commonly used by HR professionals.

**Ethics in Human Resources Management *\**
This course aims to enhance participants’ understanding and awareness of ethical issues in HRM. It examines ethics concepts and moral decision frameworks, and their application to HR practices and employment issues.
Human Resources Research Methods
This course introduces the fundamental concepts of research design and the collection and analysis of data in the context of human resources management. Both qualitative and quantitative approaches are covered.

Degree Project
The Degree Project provides participants with an opportunity to apply their HRM and research methods skills and knowledge in an investigation of a problem of practical significance. Specifically, the Project will develop participants’ skills in problem identification, consolidate their understanding of HRM issues and research methods, and deepen their understanding of the role of HRM in contributing to organisational effectiveness.

Elective Courses (select 2 courses)
Human Resources Management in the PRC
This course focuses on the human resources issues and problems encountered by international companies in Mainland China. It introduces current and practical issues regarding employment and HRM in Mainland China.

International and Comparative HRM
This course aims to enhance participants’ understanding of the role of HRM in global organisations. It examines the major HR concepts, techniques, and practices used in developing and managing a global workforce.

Employee Engagement and Well-being
The major purpose of this course is to enhance participants understanding of the importance of building an engaged workforce and a healthy workplace. It covers major concepts, techniques, and practices in a) developing and executing an engagement campaign, b) promoting workplace wellness, and c) delivering services associated with building a healthy and productive workforce.

Postgraduate Diploma in Human Resources Management
Participants may choose to exit with a Postgraduate Diploma in Human Resources Management (PgDHRM) upon completing 6 core courses*: Human Resources Planning and Staffing, Training and Development, Performance Management, Compensation and Benefits, Employment Relations and Practices and Ethics in Human Resources Management.
The teaching faculty in the Department of Management is balanced between international and local faculty, many of whom, in addition to their academic credentials, have practitioner backgrounds. 

**Jamie CHEUNG**

PhD (Missouri), is a Senior Lecturer in the Department of Management at HKBU. She has taught in the US, Hong Kong and the Chinese mainland. Her research interests include developmental relationships, career development, and cross-cultural management. She has published articles in journals such as International Journal of Human Resources Management, Journal of Managerial Psychology, Journal of Business Ethics, Journal of Research in Personality and Journal of Career Development. Before becoming a lecturer, she worked for the Hong Kong government for a number of years conducting management research.

**Sally CHEUNG**

PhD (HKUST), is an Assistant Professor in the Department of Management at HKBU. She has taught extensively in HK and also worked overseas. Her primary research interests include creativity and innovation, and employee voice. She has published articles in journals such as Journal of Management, Personnel Psychology, Human Relations, and International Journal of Human Resource Management.

**Flora CHIANG**

PhD (Cantab), is a Professor in the Department of Management at HKBU. Professor Chiang has taught extensively in Hong Kong and overseas. She has also held senior management and executive level positions in both private and public sectors and has consulted internationally on all facets of business performance and development, compensation and incentive management, and training and development. Her primary research interests include employee behaviour, leadership, human resource management, and cross-cultural management.
Randy CHIU

PhD (Andrews), is a Professor in the Department of Management and Director of the Centre of HR Strategy and Development at HKBU. Before teaching and management consulting, he held a number of managerial positions in the private sector. Professor Chiu has extensive experience in educational administration and is very active in local professional and business communities. He was awarded the Outstanding Human Resource Educational Elite in Greater China Award, Outstanding Contribution to HR Award and the Medal of Honour.

Professor Chiu previously served on more than 30 university committees and is also a subject matter expert in HRM for the Hong Kong Council of Academic Accreditation and Vocational Qualifications. He has published over 100 academic articles and conference papers. As a management consultant, Professor Chiu serves his clients with expert knowledge in organisational restructuring and talent management. Professor Chiu actively promotes the value of sound HR practices and work-life balance in Hong Kong. He has been invited to be a panel judge/adjudicator for various competitions and events and has given more than 70 talks in the local community for groups such as schools, welfare associations, and statutory bodies.

Tracy HUI

MSSc Counselling (S Australia), is a Lecturer in the Department of Management at HKBU. Before joining HKBU, she was the Regional Manager of a multi-national people management consultancy company overseeing services and projects such as executive coaching, people management strategic planning, learning and development programme, employee satisfaction survey and outplacement consulting service for numerous local and global companies. Her research interests include career development, employee well-being and work stress.
Alicia LEUNG
PhD (Lancaster), is an Associate Professor in the Department of Management at HKBU. She holds a Ph.D. in Management Learning from the University of Lancaster, U.K. She is active in researching and writing materials on management issues in the Asian context and has published widely in international leading journals. Her research and teaching activities have focused on gender, strategic management, human resource management, company ethics and corporate social responsibility (CSR). She has published more than 50 papers on these topics, including 10 book chapters and over 40 refereed journal articles. She is currently the director of the Master of Science in Strategic Human Resources Management Programme.
Her professional activities are extensive. She has provided consulting and training services on ethics, organisational management, and strategic planning to multinational corporations, utilities, NGOs, and various government departments.

Li-qun WEI
PhD (CUHK), is a Professor in the Department of Management at HKBU. She teaches human resource management, international business, and strategic management for students at various levels. Her research areas include strategic HRM, top management teams and Chinese business strategies. She has published in a number of premier international refereed journals, including the Journal of International Business Studies, Journal of Management Studies, Human Resource Management, Human Relations, Leadership Quarterly and so forth, and is active in executive trainings in China.

Felix YIP
DBA (HKPolyU), is an Senior Lecturer as well as the Director of Bachelor of Commerce (Hons.) in Human Resources Management Programme in the Department of Management at HKBU. Prior to his current appointment, he has been in the HR profession for over 27 years and held senior HR positions for local as well multinational corporations with Greater China responsibilities. His key research interests include strategic HRM, employee relations and participation, performance management and career counselling.
Facilities

Library
The University Library has a comprehensive collection of Chinese and Western books, periodicals, non-print materials and newspaper clippings. An extensive interlibrary loan system is also available.

Computer Rooms
The School of Business has two computer laboratories, a main teaching laboratory with over 70 computers and a practice laboratory that is equipped with 50 computers.

Learning Commons
Participants on taught postgraduate programmes at the School are given access to informal meeting and reading areas, and every participant is provided with a mailbox in the campus.

Sports Centre
Participants on taught postgraduate programmes are eligible to use a variety of sports facilities at the University.

Accommodation
NTT International House, which is located on the university campus, provides participants with clean and comfortable accommodation for rest and group project work.
Admission Criteria

Applicants seeking admission to the Master of Human Resources Management degree programme should normally possess:

- a recognised Bachelor’s degree or an equivalent professional qualification (with no working experience requirement); OR
- a recognised diploma plus a minimum of four years of working experience; AND
- English language proficiency requirement applies for applicants who received their higher education in a language other than English.

Class Information

Class Schedule

Classes will normally be scheduled at weekends (both Saturdays and Sundays). A typical course involves 5 class days, scheduled over 3 weekends. The classes will be held from 9:00 a.m. – 12:30 p.m. and 2:00 p.m. – 6:00 p.m.

- All new students are required to attend an 8-hour Academic Writing Workshop in August 2017.

Venue

Hong Kong Baptist University Shaw Campus, Kowloon Tong, Hong Kong

Fees (For September 2017 Intake)

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<tr>
<td>Tuition Fees**</td>
<td>HK$129,000 (payable in four instalments over two years)</td>
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<td>Application Fee (non-refundable)</td>
<td>HK$300 – On-line application</td>
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<td>HK$400 – Paper application</td>
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**Excluding fees for textbooks and other reading materials.

Reimbursable courses for CEF purposes
Application Methods and Procedures

Application for Admission
Applications can be submitted as follows.
• **On-line** at http://gs.hkbu.edu.hk/en/prospective/tpg; OR
• **In person** at the Graduate School Office *(located at Room 904, 9/F., Academic and Administration Building, Baptist University Road Campus)* during office hours or drop the application to the collection box outside the office; OR
• **By mail** to the Graduate School Office.

Application Process
1. **Preliminary Review**
   Each completed application is reviewed by the admission committee.

2. **Selection Interview**
   Shortlisted candidates are invited to attend an interview on campus starting from February.

3. **Review and Decision**
   The admission committee reviews the completed application and makes a decision.

4. **Tuition Payment**
   Accepted applicants must pay the non-refundable first installment of the tuition fees to confirm their place.

5. **Orientation Day**
   Admitted participants are required to attend an orientation session before the commencement of formal classes.

Application Period
14 November to 30 April
*Applicants are strongly encouraged to apply as early as possible, since places are limited.*
Programme and Application Enquiries

Programme Enquiries
Department of Management
Programme Office
Phone : (852) 3411-7531
Fax : (852) 3411-5583
Email : mhrm@hkbu.edu.hk
Website : www.hkbu.edu.hk/~mhrm

Paper Application Form and Supporting Documents to be sent directly to:
Graduate School Office
Phone : (852) 3411-5127
Fax : (852) 3411-5133
Email : gs@hkbu.edu.hk
Website : http://www.hkbu.edu.hk/~gs

Postgraduate Programmes of School of Business, HKBU

Master of Philosophy (MPhil) & Doctor of Philosophy (PhD)

Doctor of Business Administration (DBA)

Master of Business Administration (MBA)

Master of Science in Business Management (MScBM)

Master of Science in Applied Accounting and Finance (MScAAF)

Master of Science in Applied Economics (MScAECON)

Master of Science in Corporate Governance and Directorship (MScCGD)

Master of Science in Global Marketing Management (MScGMM)

Master of Science in Entrepreneurship and Global Marketing (MScEGM)

Master of Science in Strategic Human Resources Management (MScSHRM)

Master of Human Resources Management (MHHRM)

Master of Accountancy (MAcc)