

**University of International Business and Economics**  
**International Undergraduate Programs**  
***Introduction to Human Resource Management in China***

**Classroom:** Room 102, Huiyuan Building

**Class meets:** (To be announced)

**Professor:** Naixiang Feng

**Office location:** Chengxin Building 1418 ; Office Phone Number:64493507

**Office hours:** Tuesday 13: 30-16: 00

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**I. Course Description**

This course aims to introduce some basic concepts of human resource management. Main topics include: development of HRM in China, job market in China, recruitment and selection, China's labor law, social security in China, pay structure, and labor relation. These contents are in line with most books, with emphasis on the context of China. The purpose of the course is to provide a brief overview for China's HRM practices. In order to help students understand the real situation of HRM in China, guest speakers will be invited and a field trip will be arranged.

**II. Course Objective**

The primary objective of this course is to expose you to issues involved in China's HRM environment. China's economy is attracting great attention from the whole world and China is eager to get employees with international expertise. In this course, we will look at China's job market through lectures and class discussions. We will make comparisons between China's labor law and the labor laws of countries where our students come from. The specific objectives of the course are as follows:

1. to understand basic concepts and principles of HRM
2. to make ethical decisions on certain HRM issues.
3. To apply theoretical perspectives to practical problems in HRM.

**III. Format and Class Policies.**

This course is taught using a combination of the lecture and student participation methods. The class will participate in several in-class exercises intended to reinforce the concepts discussed in the lectures and in the text. It is imperative that you actively participate in these discussions. We will cover approximately 1 chapter each week. Every student is required to attend class punctually each time. In case of absence, students should notify the instructor beforehand. Absence from class will adversely

affect your final score.

Class assignments will be given each week. They are given to reinforce the concepts discussed in the lectures and the text. It is imperative that you participate by doing the homework in a timely fashion and participating in the discussion of the homework. Class lectures and discussions will assume that you have a general understanding of the terms and ideas from the required readings. In this combination lecture/discussion format, your individual contributions, questions, and insights become critical to your own learning and that of your classmates. An effective class session can occur only if you and I are actively involved in the learning process.

#### **IV. Course Texts:**

- a) Required Textbook: Reading Materials prepared for the course.
- b) Dessler, Gary *Human Resource Management, 9th Edition* Prentice Hall

#### **V. Course Requirements and Grading Procedure.**

Class assignments will be given each week. They are given to reinforce the concepts discussed in the lectures and the text. It is imperative that you participate by doing the homework in a timely fashion and participating in the discussion of the homework. Class lectures and discussions will assume that you have a general understanding of the terms and ideas from the required readings. In this combination lecture/discussion format, your individual contributions, questions, and insights become critical to your own learning and that of your classmates. An effective class session can occur only if you and I are actively involved in the learning process.

**GRADING:** Grading will be made up as follows:

Class participation:	10%
Mid-term exam:	30%
*Final presentation	60%
Total	100%

#### Grading Scale

The work of students is evaluated and reported in terms of the following scoring scale:

A=92-100	A <sup>-</sup> =89-91	B <sup>+</sup> = 85-88	B=81-84	B <sup>-</sup> =77-80;
C <sup>+</sup> = 73-76	C=70-72	C <sup>-</sup> = 60-69	F=failure (below 60)	

#### **VI. Academic Integrity**

*Students are responsible for knowing policy regarding academic honesty.*

The University expects students to be honest in their academic work. Academic

dishonesty is viewed as a serious violation of university rules and such misconduct is not accepted by academic community. In particular, students must refrain from plagiarism, cheating and collusion in connection with examinations, submitting substantially the same piece of work to different classes and must fully acknowledge all the sources of ideas and all assistance received in work submitted to the instructor for evaluation. Violation of the rules of academic honesty may lead to suspension or disqualification of the student from further study at the University.

## **VII. Weekly Work Schedule**

This weekly work schedule also includes assignment due dates, exam dates, and date of final exam. The instructor reserves the right to change the schedule. Students will be advised in advance of any change.

<b>Class / Week</b>	<b>Chapter Title or Topic</b>	<b>Chapter Assignment</b>
1	Trial lecture	
2	Introduction, outline and beginnings	Ch.1-2
3	HRM in China	Ch.3
4	Job market in China	Ch.4-5
5	Recruitment	Ch.7-8
6	China's Labor Law	Ch.6
7	Mid-term Exam	
8	China's social security	Ch.9-10
9	Field trip	Field trip report Ch.11-12
10	Pay Structure	Ch.15-16
11	Labor relation in China	
12&13	Students' presentation of the final paper	

*While this syllabus should provide you with an outline of the course, grading criteria and a tentative schedule, please note that the instructor reserves the right to modify this syllabus and schedule as deemed necessary.*