

Keio University Syllabus and Timetable

HUMAN RESOURCE MANAGEMENT IN THE ASIA PACIFIC REGION

Lecturer(s)	DRUMMOND, DAMON
Credit(s)	2
Academic Year/Semester	2023 Fall(1st Half)
Day/Period	Tue.1,2
Campus	Mita
Classroom	462
Class Format	Face-to-face classes (conducted mainly in-person)
Registration Number	78273
Faculty/Graduate School	INTERNATIONAL CENTER
Year Level	2, 3, 4
Course Description	A course to aim to learn the key concepts in human resource management in an Asia Pacific environment (HRM AP).
K-Number	CIN-CO-00243-212-07

▼ Detail

Course Administrator	Faculty/Graduate School	CIN INTERNATIONAL CENTER
	Department/Major	CO
Main Course Number	Level	0 Faculty-wide
	Major Classification	0 Other Course
	Minor Classification	24 International Center Course (Social Sciences) - Business and Management
	Subject Type	3 Elective subject
Supplemental Course Information	Class Classification	2 Lecture
	Class Format	1 Face-to-face classes (conducted mainly in-person)
	Language of Instruction	2 English
Academic Discipline	07	Economics, business administration, and related fields

Course Contents/Objectives/Teaching Method/Intended Learning Outcome

Class members will learn the key concepts in human resource management in an Asia Pacific environment (HRM AP). This course aims to be member centered as far as possible under the current online teaching method limitations.

The objectives of this course are to:

1 Enable students to understand how HRM is a key function of organizations especially within the context of HRM AP.

2 Develop the students knowledge and awareness of the nature of HRM inter-relationships and principles for HRM AP.

3 Learn about significant differences in HRM AP external and internal environments for various economies and cultures.

- Standards to be achieved.

To achieve this, a good understanding of the fundamentals of HRM principles and processes will be necessary. Added to this will be new comparative knowledge concerning HRM in AP countries, analyze and apply concepts to critique optimal solutions and comparisons.

This course will be taught online and with individual and team presentations and hand-in assignments.

Course Plan

Lesson 1

Introduction to the Human Resources Management (HRM) framework, its history, people, culture associations and HRM life cycle.

Lesson 2

HRM and its close association to organization strategy and the cross-cultural environment.

Lesson 3

Demonstration of the Western approach to HRM.

Lesson 4

A consideration of Japanese HRM.

Lesson 5

A review of Chinese centred HRM.

Lesson 6

Explanation of the case for South Korea.

Lesson 7

Review of the North Asian disposition

Lesson 8

Depiction of the Indian Case

Lesson 9

Overview of Thailand

Lesson 10

Understanding of the Vietnamese case

Lesson 11

Review of Thailand

Lesson 12

Lesson 13

Introduction to Oceania cases

Lesson 14

Final presentations of class consulting reports

Other

Final presentations of class consulting reports.

The program is subject to change and to be confirmed in the 1st week of classes. E&OE

Method of Evaluation

- a) 32% Weekly Class Cases (Individual) - Week Two case, plus best seven other case reports.
 - . Assigned topic discussions to be submitted to class assignment folder according to weekly class schedule.
- b) 12% Class participation (Individual)
- c) 16% Class leadership exercise and report (Team)
- d) 40% Final Consultant Presentation and Report, 15-20 pages (Team)
 - . Comparing Japan or USA with a presented Pacific country. Due last class of the course.
 - Total 100%

TAKE NOTICE:

- 1) Any assignment schedules missed will be penalized 10% immediately and 1% per day thereafter.
- 2) Weekly means each week is assessed independently and not in a summary review.
- 3) The above is subject to change and to be confirmed in the 1st week of classes. E&OE.
- 4) Members must be successful in each section of grade assessment to complete.

Textbooks

Notes will be provided.

Reference Books

Asia Pacific Journal of Human Resources, OCLC number 52029127

Dessler, S., 2020, Human Resources Management, 16e Pearson ISBN 9781292018430 (Keio E-book)

Connell, J., Teo S.,(Eds) (2011). Strategic HRM : contemporary issues in the Asia Pacific region, 1st e, Tilde University Press, ISBN 9780734610805

Keeley, T.D., 2001, International Human Resources Management in Japanese Firms, Pelgrave

Nankervis, A., Rowley, C., and Salleh, N.M., 2016, Asia Pacific Human Resource Management and Organisational Effectiveness - Impacts on Practice, Chandos Publishing, ISBN 978-0-08-100643-6, DOI

<https://doi.org/10.1016/C2014-0-04366-3>

Rowley, C., (1998) Human resource management in the Asia Pacific region convergence questioned Frank Cass Publishers, London. (Keio E-book)

Rowley, C., Sohn, T.W., Bae, J.S., (Eds) (2002), Managing Korean business: organization, culture, human resources and change, Studies in Asia Pacific business, London.

Saha J., Rowley C., 2014, Changing Role of the Human Resource Profession in the Asia Pacific Region, Chandos Publishing ISBN 9780857094759

Shen, J., Edwards, V., (2006), International Human Resources Management in Chinese Multinationals, Routledge, ISBN 978415649261

Tarique, I., Briscoe, D., Schuler, R., (2016). International Human Resource Management, 5e, Routled

Lecturer's Comments to Students

In the past many members who have taken this course have not previously completed any other previous human resource management (HRM) courses. So to some extent it will likely be necessary to begin by building some HRM foundations depending upon the background of members. Reading of textbooks or references, such as Dessler (2019), is encouraged before the course begins.

In this subject you are expected to spend in-class time, plus double that, for out of class time per week completing class reading, class preparation and assignments. ie., Nine hours.

Written submissions style:

Written assignment should be A4 typed in 12 point, 1.5 line space format is the guide for pdf submitted documents. Name written top right of front page and page numbered at the bottom of each page. Line One should state clearly the exercise heading and/or related assignment and then question numbers addressed. Assignments will be submitted to the course report submit folder. (Further details on location will be provided first class.)

Teaching Methodology:

Class time will be devoted to delivering materials and, if possible, it is planned to have in class small group discussions but this will depend on the membership composition of the class and will be discussed further.

Question/Comments

Any queries or comments should be addressed to the facilitator by email to damondrummond@mac.com