
HUMAN RESOURCE MANAGEMENT IN THE ASIA PACIFIC REGION 2 credits (Fall)

アジア太平洋地域における人的資源管理 2単位(秋学期)

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Course Description/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 presentation and hand-in assignments.

Course Plan:

- 1 Introduction to the Human Resources Management (HRM) framework, its history, people, culture associations and HRM life cycle.
- 2 HRM and its close association to organization strategy and the cross-cultural environment.
- 3 Demonstration of the Western approach to HRM.
- 4 A consideration of Japanese HRM.
- 5 A review of Chinese centred HRM.
- 6 Explanation of the case for South Korea.
- 7 Review of the North Asian disposition
- 8 Depiction of the Indian Case
- 9 Overview of Thailand
- 10 Understanding of the Vietnamese case
- 11 Comparison of Malaysian and Singapore examples
- 12 Introduction to Oceania cases
- 13 Exploration of possibilities for HRM AP into the future

Other 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 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., 2019, Human Resources Management, 15e 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
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, Chados 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, Routledge ISBN 9780415710534
Varma, A., Budhwar, P.S., (2013), Managing Human Resources in the Asia-Pacific, Routledge, 041589865X
Warner, M., (2009). Human Resource Management with Chinese Characteristics, Routledge, ISBN 9780415457668
Warner, M., (2011). Confucian HRM in Greater China, Routledge, ISBN 9870415609784
Zanko, M. (2012) The Handbook of Human Resource Management Policies and Practices in Asia-Pacific Economies, Volume 1, Edgar Publishing, 1-78195-430-5 (Keio E-book)
Zanko, M. & Ngui, M., (2003) The Handbook of Human Resource Management Policies and Practices in Asia-Pacific Economies, Volume 2, Edgar Publishing, 1840647515 (Keio E-book)
- Other references to be notified during class.

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.

In order for this approach to work, it will be necessary for members to complete assigned readings and assignments BEFORE class.

Assigned topic readings will provide the basis for much of the in-class discussions. Members should demonstrate their ability to research materials outside those provided to achieve top assessment grades.

The course will focus primarily upon the application of knowledge acquired in the various specialty topics plus applications of this knowledge to develop critical thinking to practical cases.

The course will be busy but rewarding.

Questions/Comments:

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