

MScHRMOB

MSc in Human Resource Management and Organisational Behaviour

人力资源管理及组织行为学硕士课程

Special Features 课程特色

Uniqueness

独特性

The Programme is unique in the way it embraces a whole-person approach to build soft skills and other attributes, which can serve as essential building blocks for a student's career development in human resource and other business management areas. It is also unique in bridging human resource management and organisational behaviour concepts in solving the complex people management in a dynamic global business environment.

以全人教育方式来培养学生的软实力与其他特质；有效融合了人力资源管理及组织行为学的相关概念；有助于解决复杂的人才管理问题。

Action Learning Projects

实践研习项目

The Action Learning Projects provide students opportunities to visit and analyse companies across industries to gain the contemporary and best practice knowledge in human resource management.

该课程通过诸如公司参观，训练研习活动，研讨会以及组织活动等形式帮助学生获得并应用最前沿最贴合实践的专业知识，培养批判性思维以及提升领导力。

Professional Networking Activities

专业网络构建活动

Our executive mentoring and internship programmes assist our students to develop a stronger professional network and career plan.

本课程的导师项目和实习项目均可有效协助学生建立强大且专业的人际关系网络以及做好职业生涯规划。



Learning Outcomes 课程学习目标

- To explain the changing nature of the human resource management function and its implications for human resource policies, planning and practice;
诠释人力资源管理职能的变化本质及其在人力资源政策，规划和实践等方面的应用；
- To apply skills and knowledge for managing and developing people in continuously changing environments;
在不断变化的环境下应用自身技能和专业知识进行人才的管理与发展；
- To think critically and innovatively in solving complex problems regarding the management and development of organisational members;
对复杂的组织成员管理与发展问题进行批判性与创新性的思考；
- To utilise organisational behaviour concepts to diagnose and resolve people management problems;
运用组织行为学概念判断和解决人才管理问题；
- To apply sound principles of ethical conduct and social responsibility in a human resource management context; and
在人力资源管理相关环境下合理运用道德伦理行为准则和社会责任准则；
- To develop a credible performance management strategy that clearly demonstrates the contribution of the HR function to an organization's mission.
制定可行的绩效管理战略，可以明确显示人力资源职能对组织使命的贡献。

Programme Curriculum 课程结构

Required Courses (6 modules) 必修课程 (6 门)

Management of Organisations and People
组织与人才管理

Managing Ethically
道德管理

Teams for Learning
团队学习

Contemporary Human Resource Management
当代人力资源管理

Performance Management
绩效管理

Action Learning Projects
实践研习项目课程

Elective Courses (any 4 modules) 选修课程 (任选 4 门)

Managing Conflict in Organisations
组织中的冲突应变管理

Leadership in Organisations
组织领导力

Comparative and Cross-cultural Management
跨文化比较及管理

Strategic Management
战略管理

Managing Quality for People and Organisations
人事与组织质量管理

Organisational Analysis and Change
组织分析与变革

Business Decision Making with Software
业务决策及软件应用

Remarks: The offering of elective courses is subject to sufficient demand and faculty availability.
备注：选修课程开设与否取决于学生需求及学系教师的教学安排。

Words from our Alumni



'Time flies, I have finished my master degree at Lingnan University this year and I am so blessed to choose MSchRMOB Programme. During the process of learning, I gained a lot of professional human resources management knowledge and had opportunities to visit famous companies in various industries. We had a better understanding of how to practice what we have learned in future work. In addition, thanks to our professors and classmates to bring me lots of unforgettable memories.'

Ms XU, Anqi Angel (MSchRMOB 2019 Graduate)



'This Programme allows me to gain invaluable knowledge from experienced professors who used "real-life" examples as part of their teaching. In the past year, the Programme arranged different guest speakers to deliver talks. In addition, site visits to companies were also well organized. I was mostly impressed with the visit to LinkedIn when we received a tour around the office. The humanistic and relaxing office allows employees to have good sense of belonging to the company. It also cultivates creativity and innovation for the establishment of the HR networking system. I treasure the lectures and chances of site visits which will definitely give me invaluable insights and help me in my future career.'

Ms BAILEY, Jennifer Cousineau (MSchRMOB 2018 Graduate)



'The HRMOB Programme at Lingnan University offered great insight for those just getting into the HR field and those looking to further their education after gaining valuable work experience. As an international student, it was helpful to learn practical skills and apply theories to real-life companies based all over the world. The lectures were informative, interactive, and interesting. I am truly grateful to my professors and programme leaders for setting up an amazing learning experience.'

Ms CANDRILLI, Sophia Rose (MSchRMOB 2020 Graduate)

Words from our Programme Coordinator



Prof SNELL, Robin Stanley

Adjunct Professor, Department of Management

'I have many happy memories of teaching and socialising with students of the past cohorts, and look forward to more of this. The classroom atmosphere is friendly, attentive and interactive. The students share their viewpoints and ideas openly and enthusiastically, and are keen to learn from one another as well as from me.'

Experiential Learning 体验式学习

Apart from the courses, we develop a series of optional experiential learning programs including

- 1) Singapore Study Trip, in partnership with Nanyang Technological University and
- 2) Leadership Incubation Program coached by professional trainers, to accelerate students' leadership development skills

本课程为学生安排课堂以外的体验学习项目, 包括

- 1) 南洋理工大学协办的新加坡游学团及
- 2) 由专业人力资源导师策划及带领的领袖培育计划, 让学生能够从实际参与中启发他们的领袖潜能

Professional Recognition 专业认证



Hong Kong Institute of Human Resource Management 香港人力资源管理学会

Graduates of the Programme are eligible for the associate membership of the Hong Kong Institute of Human Resource Management (HKIHRM), provided they hold a recognised first degree in business.

持有认可的商科学士学位的本课程毕业生均可获得成为香港人力资源管理学会的准会员资格。



Hong Kong Management Association 香港管理专业协会

Graduates of the Programme are eligible for membership of the Hong Kong Management Association (HKMA), provided they hold a recognised first degree in business.

持有认可的商科学位的本课程毕业生均可获得成为香港管理专业协会的会员资格。



Chartered Professionals in Human Resources of British Columbia and Yukon (CPHR BC & Yukon)

- MSChRMOB students are eligible to enroll as student members.
- MSChRMOB students are exempted from writing the Chartered Professional in Human Resources (CPHR™) National Knowledge Examination® (NKE) in Canada.
- MSChRMOB graduates (who have been enrolled as student members during their study) would become CPHR™ Candidates and are eligible to apply as full members of CPHR BC & Yukon after accumulating three years of relevant professional HR experience



Admission Requirements 入学条件

General qualifications 申请资格

- Hold a bachelor's degree awarded by a recognized tertiary institution or have equivalent qualifications, which may be considered on a case-by-case basis.

申请者需持有认可大学的学士学位或拥有其他同等学历（视乎申请者情况作个别考虑）。

Language requirements 语言要求

- An applicant whose degree is not from a tertiary institution in Hong Kong or an English-speaking country should obtain a minimum score of 550 (paper-based test) or 79 (internet-based test) in the Test of English as a Foreign Language (TOEFL), or a band score of 6.5 or above in the International English Language Testing System (IELTS).

除非持有香港或其他英语国家大学颁发的学位，其他申请人必须符合以下要求：托福考试 (TOEFL) 最低成绩达 550 分 (纸考) 或 79 分 (网考)；或雅思考试 (IELTS) 最低成绩达 6.5 分。

- Applicants who do not fulfil the above language requirements but have an equivalent score in a recognized test, or an equivalent qualification assessment to prove their language proficiency will be considered on a case-by-case basis.

未达到上述语言要求但持有同等资格的申请者，或有同等资格评估以证明其语言能力的申请者，会作个别考虑。

Pre-entry courses 预科课程

- Applicants holding a non-business degree are required to pass pre-entry courses in Economics, Human Resource Management and Statistics prior to the start of the Programme.

未曾修读过 Economics, Human Resource Management 和 Statistics 科目或对这些科目认识较少的申请者将需于本课程开始前通过相应预科课程。

Scholarships & Financial Assistance 奖学金及学费资助

- Scholarships might be considered for outstanding students on the basis of academic merit.

奖学金将授予成绩优异的申请者；入读本课程的学生均具备资格成为备选人。

- Local students are eligible for applying the Extended Non-means Tested Loan Scheme (ENLS) or Continuing Education Fund (CEF).

香港本地学生可申请“扩展的免入息审查贷款计划 (ENLS)”或持续进修基金 (CEF)，具体详情，可浏览在职家庭及学生资助事务处网页。

Master of Science in Human Resource Management & Organisational Behaviour 人力资源管理及组织行为学硕士课程

Tuition Fee (2021/22): Local students - HK\$103,000*
学费 (2021/22): 香港本地生: 港币 103,000 元*
Non-local students - HK\$168,000*
非香港本地生: 港币 168,000 元*

Mode of Study: Full-time
修读方法: 全日制
Study Period: Normal - 1 year
修读年限: 一般年限: 1 年
Maximum - 3 years
最长年限: 3 年

Modules Required: 10 modules
课程要求: 10 门

Credits Required: 30 credits
学分要求: 30 学分

Medium of Instruction: English
授课语言: 英文

Enquiry 信息及咨询

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* Subject to the University's approval
* 有待大学审批

Website 课程网站
LN.edu.hk/mgt/prog/

WeChat 微信
MSchHRMOB

