

COURSE OUTLINE

Course Code / Title : HA4031 Human Capital Management in the Government

Pre-requisites : HA1001, HA1002, HA1003, HA1011, HA1012

No. of AUs. : 4

Contact Hours : 52

Course Aims

This course aims to introduce students to the theoretical and practical foundations of human capital management in the government context. The course is designed to develop understanding of different organisational behaviour and human resource management perspectives on managing people in the public sector. The course will introduce students to major differences in the public and private sector perspectives on environment, environment-organization interface, and organizational goals and structures, using an international comparison approach. This course will be useful to any students who are interested in learning how to approach people management in the government context.

Intended Learning Outcomes (ILO)

By the end of the course, you should be able to:

1. Discuss the current state of the art in the organizational behavior and human resource management research with a particular focus on public sector.
2. Interpret quantitative findings in public sector management research.
3. Apply the findings of major studies in public sector management to issues in the real world.

Course Content

Week 1. Introduction

Week 2. Rainey's view: public-private differences (Chapter 1-3)

Week 3. Sector preference (1): job selection motives, switching, and mismatch

Week 4. Sector preference (2): an international perspective on sector choice

Week 5. Job security and risk aversion: from the 1990s to the present

Week 6. Goal ambiguity: sources and measurement

Week 7. Red tape: conceptual clarity

Week 8. Toward a theory of red tape

Week 9. Street-level bureaucrats: from classic implementation readings to modern issues

Week 10. Toward a theory of altruism – public service motivation (PSM)

Week 11. PSM, material rewards, and need satisfaction

Week 12. Public values: an international perspective

Week 13. Presentation

Course Assessment

Active classroom discussion : 40%

Leading discussion : 20%

Term paper : 40%

Total -----

100%