

<b>Course Title</b>	:	Human Resources and Financing Management in Sports and Events
<b>Recommended Study Year</b>	:	3 or 4
<b>No. of Credits/Term</b>	:	3
<b>Mode of Tuition</b>	:	Sectional Approach
<b>Class Contact Hours</b>	:	3 hours per week
<b>Category in Major Prog.</b>	:	Programme Required
<b>Discipline</b>	:	Sports
<b>Prerequisite(s)</b>	:	N/A
<b>Co-requisite(s)</b>	:	N/A
<b>Exclusion(s)</b>	:	N/A
<b>Exemption Requirement(s)</b>	:	N/A

### **Brief Course Description**

This course will focus specifically on decision making with respect to financial and human resources considerations, with real-world and hypothetical problems based within the sport and event industry. The principle of human resources and financing are covered. While this course is geared toward some unique aspects of the sport and event industry, the knowledge and skills acquired in the course will help students with making decisions in sport and event area.

### **Aims**

This course aims to:

- introduce the fundamentals concept of human resources and finance
- equip students with the key knowledge and application of human resources and finance required in sports business decision making
- provide practical and theoretical training in human resources and finance for students

### **Learning Outcomes (LOs)**

On successful completion of this course, students will be able to:

1. identify the issues related to human resources and finance in real business settings;
2. apply the relevant concepts in sports business decision making;
3. prepare the plan to solve the issues of the organizations related to human resources and finance; and
4. evaluate the performance in human resources and finance of the organizations

### **Indicative Content**

1. Job analysis and job design: Concept and principle to analysis and design the job duties
2. Human resources planning and selection principle and process
3. Performance management: Selection of performance management method
4. Compensation and Benefits: Different type of compensation and benefits
5. Legal issues in human resources management

6. Concept of time value of money
7. Financial statement analysis: How to read and analysis a financial statement
8. Concept of cost of capital

### Teaching Methods

The course is delivered through lectures, classroom discussions, case studies, workshops and tutorials. Through the teaching and learning activities, students are facilitated to achieve the CILOs via interactive and students-centered approaches. Each lecture will be accompanied by relevant reading materials which students would have to read before the tutorial session.

### Measurement of Learning Outcomes

Mid-term test assess students' understanding of principle of human resources and financing, and the ability to making decisions in sport and event platform with respect to financial and human resources considerations.

Individual assignment(s) - case studies require student to show his knowledge of human resources and financing in sports and event industry. It provides student the opportunity to apply the knowledge and concepts learnt from the course.

Group project and presentation require students to prepare the plan to solve the issues of the organization related to human resources and finance. It provides the opportunity for students to integrate and apply the principle of human resources and financing in sports and event industry. Students are required to search and study the required materials, and present their findings in class.

Final examination assesses students' overall achievement for the course. It assesses students' ability to understand and apply all knowledge and skills learnt from the course.

Learning Outcome	Mid-Term Test	Individual assignment(s)	Group Project presentation	Final examination
1. identify the issues related to human resources and finance in real business settings	✓	✓	✓	✓
2. apply the relevant concepts in sports business decision making	✓	✓	✓	✓
3. prepare the plan to solve the issues of the organizations related	✓		✓	

to human resources and finance				
4. evaluate the performance in human resources and finance of the organizations		✓	✓	✓

### Assessment

**Continuous Assessment** **60%**

1. 20% Mid-Term Test
2. 20% Individual assignment(s) – case studies
3. 20% Group project and presentation

**Final examination** **40%**

### Required/Essential Readings

Tiell, B. & Walton, K. (2018). *Human Resources in Sports: A Managerial Approach*, Jones & Bartlett Learning

Soebbing, B. (2018). *Sports Finance*. MDPI. <https://doi.org/10.3390/books978-3-03842-872-5>

### Recommended/Supplementary Readings

Aisbett, L & Hoye, R. (2015). Human resource management practices to support sport event volunteers. *Asia Pacific Journal of Human Resources*, 53(3), 351–369. <https://doi.org/10.1111/1744-7941.12062>

García F., Jerónimo, F. G., Jesús, P., E., & Carvalho, J. (2014). Human resources management in fitness centers and their relationship with the organizational performance. *Intangible Capital*, 10(5), 985–1002. <https://doi.org/10.3926/ic.537>

Garner, J., Humphrey, P. R., & Simkins, B. (2016). The business of sport and the sport of business: A review of the compensation literature in finance and sports. *International Review of Financial Analysis*, 47, 197–204. <https://doi.org/10.1016/j.irfa.2016.06.003>

Robert W. (2011). *Managing Sport Finance*. Taylor and Francis. <https://doi.org/10.4324/9780203850008>

Stranjancevic, A., & Kovacevic, B. (2012). Human Resources in Sports and Recreational Tourism in Montenegro Coast: Situation and Perspectives. *Zbornik Radova (Geografski Institut "Jovan Cvijić". Online)*, 62(1), 135–156. <https://doi.org/10.2298/IJGI1201135S>

*\*Additional readings may also be suggested on a topic by topic basis*

**Important Notes:**

1. Students are expected to spend a total of 9 hours (i.e. 3 hours of class contact and 6 hours of personal study) per week to achieve the course learning outcomes.
2. Students shall be aware of the University regulations about dishonest practice in coursework, tests and examinations, and the possible consequences as stipulated in the Regulations Governing University Examinations. In particular, plagiarism, being a kind of dishonest practice, is “the presentation of another person’s work without proper acknowledgement of the source, including exact phrases, or summarized ideas, or even footnotes/citations, whether protected by copyright or not, as the student’s own work”. Students are required to strictly follow university regulations governing academic integrity and honesty.
3. Students are required to submit writing assignment(s) using Turnitin.
4. To enhance students’ understanding of plagiarism, a mini-course “Online Tutorial on Plagiarism Awareness” is available on <https://pla.ln.edu.hk/>.