

# Workplace Psychology and Well-being

## 職場心理學及健康

### Postgraduate Diploma in Human Resource Management and Business Psychology

Programme Code: MS110A

Application Code: 2235-MS110A

2975 5690

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For details, please refer to p.124

### Certificate for Module (Behavioural Approach to Conflict Resolution and Negotiation)

Programme Code: HR135A

Application Code: 2275-HR135A

2975 5690

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Why do conflicts happen at work? What is the psychology behind conflict management and negotiation?

This programme aims to equip students with the knowledge of psychology behind conflicts and to discuss methods for addressing conflict, negotiation and mediation in the workplace. It also discusses the importance of employee relationships and the laws and regulations associated with workplace conflict.

- R** Applicants shall:
- (A) (i) hold a bachelor's degree awarded by a recognized institution; AND  
(ii) have three years of full-time work experience in related industries.
- OR
- (B) (i) hold professional qualification(s) in a relevant discipline; AND  
(ii) have five years of full-time work experience at senior managerial level in related industries.

If the degree or equivalent qualification is from an institution where the language of teaching and assessment is not English, applicants shall provide evidence of English proficiency, such as:

- an overall band of 6.0 or above with no subtests lower than 5.5 in the IELTS; or
- a score of 550 or above in the paper-based TOEFL, or a score of 213 or above in the computer-based TOEFL, or a score of 80 or above in the internet-based TOEFL; or
- HKALE Use of English at Grade E or above; or
- HKDSE Examination English Language at Level 3 or above; or
- equivalent qualifications.

Applicants with other qualifications will be considered on individual merit.

**\$** HK\$9,300 per programme  
Application Fee: HK\$150

**D** 45 hours

**Q** Level 6 (Reg. No.: 22/000813/L6) Validity Period: 01 Oct 2022 - on-going

### Certificate for Module (Business Psychology in Human Resource Management)

Programme Code: HR134A

Application Code: 2245-HR134A

2975 5690

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The workplace is made up of many types of personalities and the ability to understand the psychology behind different behaviours is key to managing the human capital in your organisation.

- R** Applicants shall:
- (A) (i) hold a bachelor's degree awarded by a recognized institution; AND  
(ii) have three years of full-time work experience in related industries.
- OR
- (B) (i) hold professional qualification(s) in a relevant discipline; AND  
(ii) have five years of full-time work experience at senior managerial level in related industries.

If the degree or equivalent qualification is from an institution where the language of teaching and assessment is not English, applicants shall provide evidence of English proficiency, such as:

- an overall band of 6.0 or above with no subtests lower than 5.5 in the IELTS; or
- a score of 550 or above in the paper-based TOEFL, or a score of 213 or above in the computer-based TOEFL, or a score of 80 or above in the internet-based TOEFL; or
- HKALE Use of English at Grade E or above; or
- HKDSE Examination English Language at Level 3 or above; or
- equivalent qualifications.

Applicants with other qualifications will be considered on individual merit.

**\$** HK\$5,500 per programme  
Application Fee: HK\$150

**D** 30 hours

**Q** Level 6 (Reg. No.: 22/000814/L6) Validity Period: 01 Oct 2022 - on-going

### Certificate for Module (Culture and Change Management)

Programme Code: HR136A

Application Code: 2235-136A

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Organisational culture has become an increasingly important topic as organisations undergo transformation and change in their business strategies to cope with the "new normal" world.

This programme covers students with the conceptual models, frameworks and methods for the study of organisational culture. It enables students to implement change in their organisations through understanding the dynamics of organisational culture and the pressures, rationales and practices of change management.

- R** Applicants shall:
- (A) (i) hold a bachelor's degree awarded by a recognized institution; AND  
(ii) have three years of full-time work experience in related industries.
- OR
- (B) (i) hold professional qualification(s) in a relevant discipline; AND  
(ii) have five years of full-time work experience at senior managerial level in related industries.

If the degree or equivalent qualification is from an institution where the language of teaching and assessment is not English, applicants shall provide evidence of English proficiency, such as:

- an overall band of 6.0 or above with no subtests lower than 5.5 in the IELTS; or
- a score of 550 or above in the paper-based TOEFL, or a score of 213 or above in the computer-based TOEFL, or a score of 80 or above in the internet-based TOEFL; or
- HKALE Use of English at Grade E or above; or
- HKDSE Examination English Language at Level 3 or above; or
- equivalent qualifications.

Applicants with other qualifications will be considered on individual merit.

**\$** HK\$9,300 per programme  
Application Fee: HK\$150

**D** 45 hours

**Q** Level 6 (Reg. No.: 22/000814/L6) Validity Period: 01 Oct 2022 - on-going

### Advanced Diploma in Human Resource Management and Workplace Psychology

Programme Code: HR127A

2867 8310

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For details, please refer to p.126

**NCR<sup>1</sup>** This is an exempted course under the Non-Local Higher and Professional Education (Regulation) Ordinance. 根據《非本地高等及專業教育(規管)條例》，本課程屬獲豁免課程。It is a matter of discretion for individual employers to recognize any qualification to which this course may lead. 個別僱主可酌情決定是否承認本課程可令學員獲取的任何資格。

**NCR<sup>2</sup>** These are exempted courses under the Non-Local Higher and Professional Education (Regulation) Ordinance. 根據《非本地高等及專業教育(規管)條例》，這些課程屬獲豁免課程。It is a matter of discretion for individual employers to recognize any qualification to which these courses may lead. 個別僱主可酌情決定是否承認這些課程可令學員獲取的任何資格。

**NCR<sup>3</sup>** The course operator is applying for exemption under the Non-local Higher and Professional Education (Regulation) Ordinance. 課程主辦人正根據《非本地高等及專業教育(規管)條例》辦理豁免註冊手續。It is a matter of discretion for individual employers to recognize any qualification to which this course may lead. 個別僱主可酌情決定是否承認本課程可令學員獲取的任何資格。

# Workplace Psychology and Well-being

## 職場心理學及健康

### Certificate for Module (Employee Engagement and Communication Skills)

Programme Code: MS144A

Application Code: 2335-MS144A

2867 8310

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The values of today's generation are very different from earlier generations and monetary rewards are no longer the sole reward they are looking for in a job. Today's generation need to feel engaged in what they do. Engaged employees tend to have more passion in their work and require less supervision from their managers. But what are the factors that drive employee engagement? This programme aims to equip students with the principles of employee engagement and the development of different employee engagement approaches and systems. It discusses the importance of communication styles and provides real-life examples and practices for students to frame their communications in ways that bring results. Topics such as 'identifying the objective of your message', 'reviewing how your message will be perceived by the recipient' and 'ways to overcome communication challenges at work' will be covered.

- R** Applicants shall:
- (a) have gained in the HKDSE Examination Level 2 in 5 subjects including English Language and Mathematics;
  - OR
  - (b) (i) have gained in HKCEE Grade E in 4 subjects (including Mathematics) and Level 2 in English Language, OR equivalent; AND
  - (ii) one A-level pass or two AS-level passes in any subject or other equivalent post-secondary qualifications;
  - OR
  - (c) hold a HKQF level 3 or equivalent Certificate in human resource management, business or related discipline.
- Applicants who are aged 21 and above with relevant work experience will be considered on individual merit.

**\$** HK\$4,600

Application Fee: HK\$150

**D** 11 weeks

**E** English

**Q** Level 4 (Reg. No.: 21/000191/L4) Validity Period: 01 May 2021 - on-going

### Certificate for Module (The Psychology of Motivation, Leadership and Employee Well-being)

Programme Code: MS143A

Application Code: 2255-MS143A

2867 8310

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The success of an organisation depends highly on the performance of its employees. Good performing employees are often motivated employees. This programme will discuss how organisation can motivate their employees and the role of leadership. This programme aims to equip students with practical knowledge of work motivation and leadership, both classical and modern approaches. The importance of attitudes, emotions, stress and worker well-being in motivating employees is discussed and real cases reviewed to enhance student application of the concepts in their work. The role of leadership and the different approaches of leadership in motivating employees is also examined in the programme.

- R** Applicants shall:
- (a) have gained in the HKDSE Examination Level 2 in 5 subjects including English Language and Mathematics;
  - OR
  - (b) (i) have gained in HKCEE Grade E in 4 subjects (including Mathematics) and Level 2 in English Language, OR equivalent; AND
  - (ii) one A-level pass or two AS-level passes in any subject or other equivalent post-secondary qualifications;
  - OR
  - (c) hold a HKQF level 3 or equivalent Certificate in human resource management, business or related discipline.
- Applicants who are aged 21 and above with relevant work experience will be considered on individual merit.

**\$** HK\$4,600

Application Fee: HK\$150

**D** 11 weeks

**E** English

**Q** Level 4 (Reg. No.: 21/000197/L4) Validity Period: 01 May 2021 - on-going

### Certificate for Module (The Psychology of People, Work and the Organisation)

Programme Code: MS142A

Application Code: 2235-MS142A

2867 8310

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The success of an organisation is highly dependent on its people. Yet there is no "one-size fit all" strategy for managing people. This is because each person is an individual, with a distinctive personality that influences the way one thinks and acts. This programme aims to equip students with the fundamentals of an individual's psychology (personality, learning, perception & memory) and examines why behaviours often change in group settings. It also discusses factors that may affect an organisation – power, politics, ethics, conflicts and organisational culture, as well as the psychological impact of change on employees and the importance of managing such change in an organisation.

- R** Applicants shall:
- (a) have gained in the HKDSE Examination Level 2 in 5 subjects including English Language and Mathematics;
  - OR
  - (b) (i) have gained in HKCEE Grade E in 4 subjects (including Mathematics) and Level 2 in English Language, OR equivalent; AND
  - (ii) one A-level pass or two AS-level passes in any subject or other equivalent post-secondary qualifications;
  - OR
  - (c) hold a HKQF level 3 or equivalent Certificate in human resource management, business or related discipline.
- Applicants who are aged 21 and above with relevant work experience will be considered on individual merit.

**\$** HK\$4,600

Application Fee: HK\$150

**D** 11 weeks

**E** English

**Q** Level 4 (Reg. No.: 21/000198/L4) Validity Period: 01 May 2021 - on-going

See legend on page 031 圖像說明於第031頁

**R** Minimum Entry Requirements 基本入學要求 (P.017)

**\$** Fee 學費

**D** Duration 修業期

**E** Medium of Instruction 教學語言

**Q** Qualifications Framework 資歷架構

**E** Exemption 豁免

**S** Short Course 短期課程

For more and latest programme information, please visit our website  
有關最新課程資訊及詳情，請瀏覽學院網站 [hkuspace.hku.hk](http://hkuspace.hku.hk)