

Cornell University
School of Hotel Administration



旅遊學院
INSTITUTO DE FORMAÇÃO TURÍSTICA
Institute for Tourism Studies

EXECUTIVE DEVELOPMENT PROGRAMME

Building the Human Capital Base: Essential Human Resources Practices for Managers

「如何構建人力資本：部門經理必備的人力資源技能」高級管理課程

4 – 5 December 2012

Course Leader

Dr. J. Bruce Tracey
Ph.D., Associate Professor,
School of Hotel Administration, Cornell University

Executive Development Programme

Building the Human Capital Base: Essential Human Resources Practices for Managers

「如何構建人力資本：部門經理必備的人力資源技能」
高級管理課程

Topics include:

- HR planning methodologies
- High-performance staffing
- Compensation tools
- HR metrics and analytics
- Linking human-resources practices with company goals and performance

Course focus:

This course provides a comprehensive opportunity to learn how to manage the most expensive and arguably most important organisational resource: human capital. We will focus on a number of “best practices” for staffing, training and development, performance management, incentive systems and related human-resources practices that can be used to enhance functional effectiveness and improve firm performance in a wide variety of hospitality settings.

Key benefits:

Participants gain insights and skills for operational and human resource managers in the hospitality industry. Designed for beginning or seasoned managers, the course will develop a strong operating foundation based on state-of-the-art practice, and can fill in gaps in knowledge through discussion and experience-based exercises. Ultimately, the course will prepare participants to think strategically about the application of their organisation’s human resources.

Registration Deadline : 31 October 2012 (Wednesday)

Language

English

Venue

Pousada Conference Room, Institute for Tourism Studies
Macao SAR, China

Programme fee

Macao ID-holders: MOP8,650
Non-Macao ID-holders: MOP14,840

Registration Deadline

31 October 2012 (Wednesday)
(on first-come-first-served basis)

Registration Form & Website

<http://www.ift.edu.mo/EN/ExecutiveProgrammes/Home/Index/284>

For further information or enquiry

Tel: (853) 85061 250
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Disclaimer

We reserve the right to postpone or cancel the course. In the case of cancellation, participants will NOT be subject to any charge or compensation.

About the Organisers



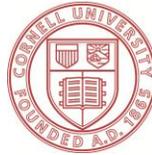
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J. Bruce Tracey

Prof. Tracey joined the faculty of the School of Hotel Administration in 1992 after receiving his Ph.D. from the State University of New York at Albany. In addition to Cornell, he has taught in a variety of degree programmes, including TKK Executive School of Business, Helsinki, Finland; Cornell-Nanyang Institute for Hospitality Management, Singapore; Institut de Management Hotelier International, Paris, France; and Ecole Hotelière Lausanne, in Switzerland. He has also facilitated numerous executive education courses throughout North America, Europe, the Middle East, Africa, and Asia.



Focusing on human resources strategy and management, Prof. Tracey's research has examined a wide range of strategic and operational-level HR topics, including the impact of training initiatives on individual and firm performance, employee turnover, employment law, and leadership. A frequent contributor to the *Cornell Hospitality Quarterly*, he has been widely published in mainline human resources and management journals including *Personnel Psychology*, *Journal of Applied Psychology*, *Organizational Research Methods*, and *Journal of International Management*. Awards for his work include the Industry Relevance Award from the Cornell Center for Hospitality Research and the Best Management Development Paper Award from the Academy of Management.

Sponsors for Prof. Tracey's research and consulting include Four Seasons Resorts and Hotels, Hilton Hotels Worldwide, Marriott International, Mövenpick Hotels and Resorts, ClubCorp USA, and Uno Chicago Grill. Among other assignments, he has conducted leadership assessments, training evaluations, and HR strategy and programme evaluations.

From 2010-2013, Prof. Tracey is the Editor of the *Cornell Hospitality Quarterly*. Now in its 50th year of publication, the *CQ* is the hospitality industry's foremost journal of applied research. As editor, he is responsible for directing the course of the journal and overseeing the double-blind review process.