

Liverpool John Moores University

Title: MANAGING PEOPLE IN AN INTERNATIONAL ENVIRONMENT
Status: Definitive
Code: **5012BUSHM** (111361)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Liverpool Business School

Team	Leader
Patricia Harrison	Y

Academic Level: FHEQ5
Credit Value: 12.00
Total Delivered Hours: 20.00
Total Learning Hours: 120
Private Study: 100

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	20.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Group presentation.	25.0	
Report	AS2	Individual coursework.	75.0	

Aims

The aim of this module is to explore the different approaches to managing people in an international arena. In terms of people management it can be argued that the world marketplace is shrinking. There are more global organisations and outsourcing of people to different countries and cultures. The intention of this module is to explore the management of people and gain an understanding of the varying worldwide policy and practice.

Learning Outcomes

After completing the module the student should be able to:

- 1 Apply differing models of managing people to various national contexts and identify differences in managing people.
- 2 Understand the key human resources roles of diversity, development and reward.
- 3 Describe the different roles of trade unions, governments and other stakeholders.
- 4 Identify an expatriate profile and how to select an expatriate worker.
- 5 Discuss the key issues of managing the expatriate employee.
- 6 Understand the influence of organisational and national culture.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

CW	1	2	3
CW	4	5	6

Outline Syllabus

Approaches to Comparative Studies - perspectives and policies on managing people.

Global & National Context - situational factors and stakeholders.

Influences on organisational culture in the international arena.

Recruitment and selection of expatriates and international managers.

Different approaches to developing and rewarding people.

National influences on employee participation and the role of trade unions.

Managing diversity in international working.

Learning Activities

The workshops consist of two hours for one semester.

References

Course Material	Book
Author	Brewster C, Sparrow P, and Vernon G
Publishing Year	2007
Title	International Human Resource Management
Subtitle	
Edition	2nd edition
Publisher	CIPD
ISBN	

Course Material	Book
Author	Lucas R, Lupton B, and Hamish M
Publishing Year	2007
Title	Human Resource Management in an International Context
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Ozbilgin, M
Publishing Year	2005
Title	International Human Resource Management
Subtitle	
Edition	
Publisher	Palgrave McMillan
ISBN	

Course Material	Book
Author	Scullion, H and Linehan, M
Publishing Year	2005
Title	International Human Resource Management
Subtitle	A Critical Text
Edition	
Publisher	Palgrave MacMillan
ISBN	

Course Material	Book
Author	Beardwell, I, Holden, L and Claydon, T
Publishing Year	2004
Title	Human Resource Management
Subtitle	A Contemporary Perspective
Edition	
Publisher	London, Pitman Publishing
ISBN	

Course Material	Book
Author	Briscoe, R and Schuler, R
Publishing Year	2004
Title	International Human Resource Management
Subtitle	
Edition	2nd edition
Publisher	Routledge
ISBN	

Course Material	Book
Author	Sparrow, P, Brewster, C and Harris, H

Publishing Year	2004
Title	Globalizing Human Resource Management
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Notes

The module will explore various frameworks that relate to the management of people and will seek to apply these to specific regional and national situations. As well as European countries and nations on both sides of the Pacific Ocean, the management of people in countries that have developing economics will also be visited.