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Title: International HRM and HRD  
Status: Definitive  
Code: **6130BUSHR** (123885)  
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management  
Teaching School/Faculty: Business and Management

Team	Leader
Jason Bogh	Y

**Academic Level:** FHEQ6      **Credit Value:** 20      **Total Delivered Hours:** 34  
**Total Learning Hours:** 200      **Private Study:** 166

### Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Lecture	11
Online	11
Workshop	11

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	Exam	Unseen exam	30	1
Essay	Essay	1500-Word Essay	70	

### Aims

*The aim of this module is to explore 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 organizations and outsourcing of people to different countries and cultures. The intention of this module is to explore*

*the management of people in international contexts and gain an understanding of the varying worldwide policy and practice.*

*In addition, using multiple case studies, educational videos, and hands-on class activities, this course will help students develop analytical and critical thinking skills to describe and analyze different organizational cases related to international HRM.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Describe and provide suggestions on topics relevant to international HRM.
- 2 Identify, evaluate, and critique how key HRM and HRD functions work in international contexts.
- 3 Examine, evaluate and critique one or more international HRM function in a real-life organization.

## **Learning Outcomes of Assessments**

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

Exam	1		
Essay	1	2	3

## **Outline Syllabus**

*Culture and Cross-Cultural Management*

*Comparative Human Resource Management*

*The Transfer of Employment Practices across Borders in Multinational Companies*

*Approaches to IHRM*

*Human Resource Management in Cross-Border Mergers and Acquisitions*

*International ethical dimensions*

*International Recruitment and Selection*

*International Training and Development*

*International Reward*

*Future of IHRM*

## **Learning Activities**

This module is presented through lectures, online activities, and workshops. During the lectures, the instructor will share information about major international HRM topics. Then the students will engage in online discussions, watch relevant videos, fill out self-assessment questioners (e.g. cultural intelligence), and conduct creative exercise to get familiar with international HR contexts. Finally the workshops will allow the students to engage in interactive exercises (e.g. role plays) to practice what they have learned through lectures and online activities.

## **Notes**

This module discusses multiple topics relevant to international HRM. Students will gain insights on what it means to work as an HR professional in international contexts.