

Summary Information

Module Code	6703ORYXHR
Formal Module Title	International HRM and HRD
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 6
Grading Schema	40

Module Contacts**Module Leader**

Contact Name	Applies to all offerings	Offerings
Oliver Kayas	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings
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Partner Module Team

Contact Name	Applies to all offerings	Offerings
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Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Partner Teaching Institution

Institution Name
Oryx Universal College WLL

Learning Methods

Learning Method Type	Hours
Lecture	11
Online	11
Workshop	11

Module Offering(s)

Offering Code	Location	Start Month	Duration
APR-PAR	PAR	April	12 Weeks
JAN-PAR	PAR	January	12 Weeks
SEP-PAR	PAR	September	12 Weeks

Aims and Outcomes

Aims	<p>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.</p> <p>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.</p>
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Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Describe and provide suggestions on topics relevant to international HRM.
MLO2	Identify, evaluate, and critique how key HRM and HRD functions work in international contexts.
MLO3	Examine, evaluate and critique one or more international HRM function in a real-life organization.

Module Content

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

Module Overview

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.

Additional Information

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Exam	Exam	30	1	MLO1
Essay	Essay	70	0	MLO1, MLO2, MLO3