

Liverpool John Moores University

Title: PEOPLE MANAGEMENT IN AN INTERNATIONAL ENVIRONMENT
Status: Definitive
Code: **7049BUSHM** (116302)
Version Start Date: 01-08-2018

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
Patricia Harrison	Y

Academic Level: FHEQ7 **Credit Value:** 15 **Total Delivered Hours:** 32.5
Total Learning Hours: 150 **Private Study:** 117.5

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	32.5

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Presentation and supporting essay (3,000 words).	100	

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 organizations 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 Critically 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 Identify and critically comment on the different roles of trade unions, governments and other stakeholders.
- 4 Analyse and evaluate an expatriate profile and how to select an expatriate worker.
- 5 Critically comment on 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	4	5
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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

- Case studies that are introduced in class that students discuss 'virtually'
- Directed research in groups to discover relevant topic content from texts, and summarised on discussion boards
- Directed research in groups to discover relevant topic content from academic journal articles, and summarised on discussion boards
- Directed research in groups to discover relevant topic content from practitioner journals, and summarised on discussion boards

Notes

Recommended books for pre-reading