

MODULE SPECIFICATION PROFORMA

Module Title:	International Human Resource Management	Level:	6	Credit Value:	20
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Module code:	BUS628 (BA) BUSI628 (MBus)	Is this a new module?	No	Code of module being replaced:	N/A
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Cost Centre(s):	GAMG	JACS3 code:	N211
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With effect from:	September 17
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School:	Business	Module Leader:	Carrie Foster
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Scheduled learning and teaching hours	30 hrs
Guided independent study	170 hrs
Placement	0 hrs
Module duration (total hours)	200 hrs

Programme(s) in which to be offered	Core	Option
MBus Business	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BA (Hons) Business	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BA (Hons) Hospitality, Tourism and Event Management	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BA (Hons) Global Business	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BSc (Hons) Sport Management	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BSc (Hons) Digital Enterprise and Innovation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BA (Hons) Performance and People Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Pre-requisites
None

Office use only

Initial approval: September 14

Date revised: February 17 (to incorporate new programmes)

Version: 4

Module Aims

The module aims to provide students with a knowledge and critical understanding of international trends and developments of human resource management. Students will engage with current thinking and research International Human Resource Management (IHRM) including internationalisation of business, intercultural management and comparative approaches to HRM in selected countries.

Intended Learning Outcomes

Key skills for employability

- KS1 Written, oral and media communication skills
- KS2 Leadership, team working and networking skills
- KS3 Opportunity, creativity and problem solving skills
- KS4 Information technology skills and digital literacy
- KS5 Information management skills
- KS6 Research skills
- KS7 Intercultural and sustainability skills
- KS8 Career management skills
- KS9 Learning to learn (managing personal and professional development, self-management)
- KS10 Numeracy

At the end of this module, students will be able to

Key Skills

At the end of this module, students will be able to		Key Skills	
1	Critically compare international HRM concepts and theories	KS5	
2	Critique the use of the HRM function in an international context	KS1	
3	Demonstrate strong recognition and appreciation of different cultures in HRM	KS7	
4	Critically compare different international management and HRM practices	KS1	

Transferable skills and other attributes

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Derogations

Students enrolled on the BUSI628 module, i.e. those enrolled on MBus are asked to note that Integrated Masters regulations only permit two attempts at this assessment.

Assessment:

Indicative Assessment One:

This is an individual activity to investigate and apply at least two IHRM concepts or theories when taking a UK based company to an international location. The assessment should include a choice of a business organisation and an overseas location (under supervision of a tutor) to identify the organisational factors that will facilitate or hinder effective use of human capital internationally.

Indicative Assessment Two:

This assessment will take the form of online discussions in designated forum space on Moodle, or through alternative means should this not be practicable. The students must work on at least 5 opening statements covered on the course to demonstrate independent study, learning and critical understanding of intercultural management to compare and contrast in two settings.

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Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1,2	Coursework	50		2500-3000
2	3,4	Coursework	50		2000

Learning and Teaching Strategies:

This is built on the learning and teaching strategy of the department. The delivery of the module is based on 2 hour of lecture and 1 hour seminar per week. Students will be given the opportunity to utilise their critical thinking by taking part in seminar activities and by successfully completing the coursework and the oral examination.

The lecture programme will set the framework for the course and will include delivery of key concepts in the course. The seminar component will include development of the material covered in lectures in depth, application of HRM concepts in an international practical context and development of skills and learning with fellow students.

Further, in seminars the focus will be on interaction among candidates and tutors to engage with concepts. This will be delivered by means of group discussions, exercises and case study

work. Formative assignment support will be provided by tutors in assessment workshops to encourage discussion, guidance and feedback on assignment tasks and activities.

Lectures will be provided to students digitally, a minimum of three working days before the classroom tutorials. The classroom tutorials will facilitate interactive discussion and feedback on the lecture material which forms a basis for group work through practical exercises.

The module is embedded within the values and practices espoused in the Glyndŵr University's Teaching and Learning and Assessment strategy whereby students are encouraged to take responsibility for their own learning and staff facilitate the learning process, with the aim of encouraging high levels of student autonomy in learning and the capacity to apply it within the wider environment.

The majority of the module time should be spent on independent study to consolidate student learning, undertake research for assessments and work with fellow candidates to complete group activities for seminar work. In doing so, wider reading will be required to reinforce knowEd.ge and understanding of the topics and material covered in lectures, preparation for seminars and work towards assessments. It can help students develop library skills, including use of electronic library, as well as use of VLE where teaching materials are available.

Student (and tutor) punctuality is important for candidates' learning and will serve as a basic courtesy to fellow students and tutors.

Syllabus outline:

1. Introduction and overview of International Management and HRM assumptions
2. Selection and recruitment, performance management and employment relations in an international context
3. Management learning and development function in multi-national corporations
4. International transfers and expatriation
5. Comparative cultural context and analysis in USA, Europe, East and South East Asia and Africa
6. Diversity of international companies and HRM strategies in international mergers and acquisitions and joint ventures and change management
7. Cross-cultural management and issues

Bibliography:

Essential reading

Briscoe, D., Schuler, R., Claus, L. 2009, *International Human Resource Management*, 3rd ed., Routledge

Other indicative reading

Armstrong, M., & Taylor, S. (2014). *Armstrong's handbook of human resource management practice*. Kogan Page Publishers.

Beardwell, J. & Thomposon, A., (2014). *Human resource management: A contemporary approach*. Harlow, U.K. Pearson.

Crawshaw, J., Budhwar, P., & Davis, A. (Eds.). (2014). *Human resource management: strategic and international perspectives*. Sage.

Journals

The McKinsey Quarterly
Harvard Business Review
Personnel Today
People Management
Human Resource Management Journal
Xpert HR

Websites

The European Commission www.ec.europa.eu
The European Industrial Relations Observatory (EIRO) www.eiro.erofound.ie
Pearson Europe, Middle East and Africa www. www.pearsoneduc.com
UK Department for Business, Innovation and Skills (DTI) www.dti.gov.uk
Chartered Institute of Personnel and Development (CIPD) www.cipd.co.uk