

Module Code:	BUS650
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Module Title:	International HRM
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Level:	6	Credit Value:	20
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Cost Centre(s):	GAMG	<u>JACS3</u> code:	N212
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School:	Social & Life Sciences	Module Leader:	Karen Hynes
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Scheduled learning and teaching hours	24 hrs
Guided independent study	176 hrs
Placement	0 hrs
Module duration (total hours)	200 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
BA (Hons) Business	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BSc (Hons) Financial Technology Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BA (Hons) Human Resource Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BA (Hons) Business Part-Time Level 6 Top-Up	<input checked="" type="checkbox"/>	

Pre-requisites
None

Office use only

Initial approval: 29/06/2018

Version no:4

With effect from: 20/09/2020

Date and details of revision:

Version no:

Module Aims

The module aims to provide the students with a knowledge and critical understanding of international trends and developments affecting HRM. Students will engage with current thinking and research into International dimensions of IHRM, including Internationalisation of business, intercultural management and comparative approaches 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 Theory	KS1	KS3
		KS8	
2	Critique the use of the HRM function in an international Context	KS10	
3	Demonstrate strong recognition and appreciation of different cultures in HRM	KS2	KS1
		KS5	
4	Critically compare different international management and HRM practices	KS4	KS9
		KS6	
		KS7	

Derogations

None

Assessment:

Indicative Assessment Tasks:

Personal Learning log

Weekly log of learning and further research. This is an individual task to apply at least 2 IHRM concepts or theories

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1 & 2	Personal learning log	50%		2000
2	3 & 4	Online or classroom based discussion forum	50%		2000

Learning and Teaching Strategies:

Through Lectures and seminar activities, students will be exposed to a variety of types of HRM in different contemporary organisations and will be expected to compare and contrast their relative benefits and weaknesses.

The specialisms within the HRM team will also be evaluated and students will have an understanding of the concept of “best fit” for different organisations.

Through this theoretical frame work, students will then be able to appreciate the possibilities and choices that organisations can make to enable the HRM team to support the organisation’s strategic aims.

Syllabus outline:

1. CIPD Profession Map and the key activities relevant to international organisations
2. HRM activities and responsibilities from Recruitment to Retirement
3. Exploration of key activities particularly pertinent to the international context
4. Organisational structure and it’s impact on IHRM
5. Management in an international context
6. Diversity of organisational operating models and the impact on IHRM
7. Cross cultural Management issues

Indicative Bibliography:**Essential reading**

Christianson and Biron (2017) The Global HRM Casebook Routledge

Other indicative reading

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

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. (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

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