Module specification

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Module Code	BUS7D7
Module Title	International Human Resource Management in Context
Level	7
Credit value	20
Faculty	Faculty of Social and Life Sciences
HECoS Code	100085
Cost Code	GABP

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MSc International Human Resource Management	Core Pathway
MSc International Human Resource Management with Advanced Practice	Core Pathway

Breakdown of module hours

Learning and teaching hours	20 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	**20**hrs
Placement / work based learning	0 hrs
Guided independent study	180 hrs
Module duration (total hours)	200 hrs

For office use only	
Initial approval date	8th August 2022
With effect from date	January 2023

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Date and details of revision	
Version number	1

Module aims

This module will enable students to gain in-depth understanding of human resource management in an international context, international HRM theory and practise. You will learn about international HR processes and the challenges associated from a global perspective, as well as how globalisation, technological advancements and emerging economies will change HR practices as environments become more complex.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Critically analyse the internal and external factors that influence and shape complex international HR practices and policies, such as strategy, market dynamics, demographic, political and other trends.
2	Critically evaluate the complexity and challenges of IHRM from the perspective of HR and business strategy.
3	Demonstrate application of the most current IHRM theory, and identify the challenges associated with implementing HRM practices globally
4	Critically discuss the challenges leaders and managers face in an increasingly complex global environment and consider how IHRM theory translates to practice within the HR function.

Assessment

Indicative Assessment Tasks:

Written Implementation Plan:
Students will critically evaluate the challenges in implementing HR practices globally and how globalisation and advanced technology impact HR practices (2,500 words)

Presentation:
Students will complete a presentation on the findings from their implementation plan (30 minutes)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2, 3	Written Assignment	70%
2	4	Presentation	30%

Derogations

NA

Learning and Teaching Strategies

The learning and teaching strategy will consist of formal lectures to present theory, principles and practices which will form the foundation of the learning outcomes. Students will be encouraged to interact and contribute to classroom learning as a means of developing critical skills, and to strengthen their knowledge and understanding of theory to practice. Lectures will be structured to encourage individual and group activities using real world case studies and live business examples enabling students to develop their collaborative, decision making, judging and evaluating skills, as well as key transferable employability skills. In addition, students will be encouraged to undertake self-directed study and further research on their chosen area of study, as well as related topics, to acquire additional perspectives which will provide them with a greater understanding of the business topics within organisations and the wider environment.

Indicative Syllabus Outline

Introduction to international human resource management

International human resource management (IHRM) theory and practice

HR processes and policies in an international context

Challenges in IHRM

Impact of globalisation and technology on IHRM practices

The employment relationship

IHRM strategies and functions within a global environment

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Armstrong, M. & Taylor, S. (2023). Armstrong's Handbook of Human Resource Management Practice: A Guide to the Theory and Practice of People Management (16th ed.). Kogan Page

Taylor, S. & Perkins, G. (2021). Work and Employment in a Changing Business Environment (1st ed.). Kogan Page

Other indicative reading

Marchington, M.,Wilkinson, A., Donnelly, R., Kynighou, A.(2020). Human Resource Management at Work: The definitive guide (7th ed.). Kogan Page

Journals

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

Charted Institute of Personnel and Development (CIPD) www.cipd.co.uk

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes
Engaged
Enterprising
Creative
Ethical

Key Attitudes
Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets
Digital Fluency
Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication