

MODULE SPECIFICATION

Module Title: International Human Resource Management	Level: 6	Credit Value: 20
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Module code: BUS628	Cost Centre: GAMG	JACS2 code: N211
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Trimester(s) in which to be offered:	<ul style="list-style-type: none"> • Trimester 2 (F/T 2 year) • Semester 2 (F/T 3 year and P/T) 	With effect from: September 2016
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Office use only: To be completed by AQSU:	Date approved: September 2014 Date revised: August 2016 (to incorporate MBus only) Version no: 3
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Existing/New: New	Title of module being replaced (if any):
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Originating School: Business	Module leader: Carrie Foster
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Module duration (total hours): 200	Status: core/option/elective (identify programme where appropriate): MBus / BA (Hons) Business (Option) BA (Hons) Hospitality Tourism and Event Management (Option) BA (Hons) Global Business (Core) BSc (Hons) Sport Management (Option)
Scheduled learning & teaching hours: 30	
Independent study hours: 170	
Placement hours: 0	

Programme(s) in which to be offered: MBus Business BA (Hons) Business BA (Hons) Hospitality, Tourism and Event Management BA (Hons) Global Business BSc (Hons) Sport Management	Pre-requisites per programme (between levels):
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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.

Expected Learning Outcomes:

At the end of this module, students should be able to:

Knowledge and understanding

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)

Key skills for employability

1. *Written, oral and media communication skills*
2. *Leadership, team working and networking skills*
3. *Opportunity, creativity and problem solving skills*
4. *Information technology skills and digital literacy*
5. *Information management skills*
6. *Research skills*
7. *Intercultural and sustainability skills*
8. *Career management skills*
9. *Learning to learn (managing personal and professional development, self management)*
10. *Numeracy*

Assessment:

Assessment	Learning Outcomes to be met	Type of assessment	Weighting	Duration (if exam)	Word count or equivalent if appropriate
1	1, 2	Coursework	50%	N/A	2,500 – 3,000
2	3, 4	Moodle Forum	50%	N/A	2000

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. 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.

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 knowledge 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

Background 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.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