

Module specification

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Refer to the module guidance notes for completion of each section of the specification.

Module code	ONL603
Module title	International HRM
Level	6
Credit value	20
Faculty	SLS
HECoS Code	100085
Cost Code	GABP

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BBA (Hons) Business Administration	Core

Pre-requisites

None

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	12/08/2020
With effect from date	04/01/2021
Date and details of revision	
Version number	1

Module aims

This module aims to provide learners with a knowledge and critical understanding of international practices, developments and trends within human resource management. Learners can expect to work independently and collaboratively to develop critical thinking skills, problem solving and decision-making, and commercial drive to draw meaningful conclusions to key international business and HRM issues. Learners will engage with current thinking and research of international human resource management including intercultural management and comparative approaches to HRM in selected countries.

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

1	Critically compare international HRM concepts and theories
2	Critically evaluate the role of HRM practices within an international context.
3	Critically analyse contemporary debates and emerging issues in the field of International HRM,
4	Identify and critically discuss the significance of ethical issues in HRM practices, and the management of people in the workplace.
5	Examine the implications of increasing globalisation and its impact on HRM, both nationally and internationally.

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Assessment 1

Learners will critically evaluate the role of HRM practices within an international context, and critically compare international HRM concepts and theories. (Max 1000)

Assessment 2

Learners will critically investigate emerging issues that will shape International HRM, and discuss their impact on the HRM function. (Max 1000)

Assessment 3

Applying relevant HRM theory, learners will examine the implications of increasing globalisation and its impact on HRM nationally and internationally, and will critically investigate and discuss the significance of ethical issues in HRM practices, and the impact these have on the management of people in the workplace. (Max 2000)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1 & 2	Essay	25
2	3	Essay	25
3	4 & 5	Report	50

Derogations

None

Learning and Teaching Strategies

The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. On-line material will provide the foundation of the learning resources, to support a blended approach, requiring the students to log-in and engage on a regular basis throughout the eight-week period of the module. Students learning will be consolidated via integrated formative and summative assessment tasks in the form of two essays and final report addressing HRM in an international context.

There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range of digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to a help-line for additional support and chat facilities through Moodle for messaging and responding

Indicative Syllabus Outline

Within this module, learners can expect to study:

- CIPD profession map
- Introduction and overview of International HRM
- International HRM theory
- International HRM functions and practices
- Influences that shape international HRM
- People resourcing, management and retention
- Diversity and cultural contexts
- HRM strategies in multinational organisations
- Ethical considerations
- Cross-cultural management issues

Indicative Bibliography:

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

Essential Reads

Brewster, C, et al, (2016), International Human Resource Management, (4th edn), London, CIPD.

E-book and paperback link: <https://www.koganpage.com/product/international-human-resource-management-9781843983750-cipd>

Other indicative reading

Reiche, B. S., Harzing, A, & Tenzer, H. (2018), International Human Resource Management, (5th edn), London, Sage

Human Resource Management Journal

People Management - CIPD

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. [Click here to read more about the Glyndwr Graduate attributes](#)

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