

KOL7001HR: INTERNATIONAL HUMAN RESOURCE MANAGEMENT

1. MODULE SUMMARY

Aims and Summary

The aim of this module is to consider the principles underpinning, and the application of, human resource management in an international context. In the context of increasing globalisation, ever greater numbers of organisations have international dimensions. This can take the form of companies operating in an international marketplace, establishing international partnership or strategic alliances, setting up international subsidiaries, and/or employing international staff. Operating in an international context can influence the nature and practice of human resource management and the character, culture and ways of organising and managing people. The module will examine the conceptual, strategic and operational aspects of international human resource management (IHRM), comparative HRM, and cross-cultural HRM.

Module Size and credits

Module level	7
Credits	15
ECTS credits	7.5
Total student study hours	150
Total study weeks	12
Pre-requisites and co-requisites	None

TEACHING, LEARNING AND ASSESSMENT

Intended Module Learning Outcomes

On successful completion of this module, the learner should be able to:

1. Analyse and critique the impact on Human Resource Management practice of differing international economic/business factors, regulations, and social & political influences.
2. Critically analyse the concept of national culture and its implications for international Human Resource Management practice.
3. Critically evaluate specific human resource management processes and practices in European and other international countries.
4. Evaluate and critique the value and challenges of cross-cultural collaboration including techniques and processes for working in and leading and managing

effective multicultural teams.

Indicative Content

- The implications for and impact on HRM practice of differing international economic/business factors, regulations, and social & political influences
- Conceptual debates, defining International HRM, Comparative HRM, HRM in international context, global contextual shifts and impact on HRM, convergence and divergence debates.
- The concept of national culture and its implications for international HRM practice
- Defining the concept of national culture and its implications for global organisations and IHRM; cultural difference frameworks and their application to international HRM and international team working
- HRM in the context of international organisations – HRM, strategy and change management
- Specific human resource management processes and practices in global contexts, including international recruitment and selection, expatriation practice international reward and compensation, comparative performance management, comparative learning and development, and employee relations
- International recruitment & selection; expatriates: concepts, trends, and challenges; expatriate adjustment, retention & repatriation; reward and compensation in an international context; international and intercultural performance management; learning & development in an international context; employee participation and employee relations in an international context;
- The value and challenges of cross-cultural collaboration including techniques and processes for working in and leading and managing effective multicultural teams.

Teaching and Learning

Learning will be facilitated through a variety of methods such as lectures, seminars, workshops, online activities and group work. Students are expected to engage in both class-based and online activities and discussions. This module requires students to participate in additional guided reading and self-directed study to reinforce the learning gained from traditional lectures and seminars.

The content materials are delivered by lectures and seminars and is available at the beginning of each semester on Canvas under the Module folder. The lectures cover the theoretical aspects and contemporary issues of topic areas together with their practical application, using real-world examples, exercises, assignments, group work and discussions.

Seminars consist of specially designed topical exercises and discussion questions to enhance students' understanding of the subject matter. Company visits, guest lectures and, where relevant, computer-based training packages may be used to supplement the lectures and seminars and help to achieve the intended learning outcomes.

Assessment Components

Component	Component Type (Core (P/F) / Applied Core (%))	Credits for this component	Learning Outcomes Assessed	Number of attempts allowed up to final deadline (Core Components only)
CW1	Applied Core	10	1, 2, 4	
CW2	Applied Core	5	2, 3	

Details of Assessment Tasks

CW1: Individual Coursework (2,000 words), Assessing learning outcomes 1, 2, and 4.

CW2: Poster-Presentation and Q&A (equivalent to 1,000 words). Assessing learning outcomes 2 and 3.

Composition of module mark:	CW1 10 credits and CW2 5 credits
Pass requirements:	CW1 must be at least 40% and CW2 must be at least 40% and module mark must be at least 40%.

Method of Reassessment

Coursework as appropriate.

MODULE RESOURCES

Essential Reading List

Harzing, A., Reiche, S., & Tenzer, H. (2019). *International Human Resource Management*. (5th ed.). London: SAGE Publications.

Recommended Reading List

Recommended reading will be updated and detailed by the module leader.

An annually updated reading list including a list of other recourses such as contemporary Journal articles, reports and blogs will be provided.

In addition, students will be expected to carry out independent research to explore topics within contemporary publications in order to broaden their knowledge and understanding beyond the core content delivered in lectures.

Required Equipment

No special equipment needed.

Date of Approval

NOV 2022