

Module Code	IHRM
Module Title	International Human Resource Management
Credit	20 (10 ECTS)
Module Leader	Prof. dr Ranko Orlic

Aims

The aims of this module are:

- systematic understanding of basic Human Resource Management (HRM) processes in international environment,
- identifying and analysing specific issues regarding implementation of working assignments in these processes,
- gaining in-depth knowledge of decision making in HRM,
- practical understanding and critical evaluation of process of implementation and enforcement of those decisions.

Learning Outcomes

Knowledge

On successful completion of this module, the student will be able to demonstrate a systematic understanding informed by current research and relevant professional practice of:

1. the concept of international human resource management, theories and practice,
2. human resource management processes,
3. implementation of HRM processes into management practice,
4. issues and practices pertaining to major HRM functions within the context of multinational environment,
5. recruiting and selecting staff for international assignments,
6. multinational performance management.

Skills

On successful completion of this module, the student will be able to:

7. demonstrate self-direction and originality in a competitive environment,
8. deal with complex issues of intercultural differences,
9. make effective verbal presentations incorporating material from the module and communicate their conclusions clearly,
10. work effectively as a part of a team or group
11. design a pre-departure training program.

Syllabus

- International human resource management (HRM) – theories and research
- Impact of cultural differences on HRM and organization
- Strategic HRM
- Role of HRM department
- Recruitment in international HRM
- Selection in international HRM
- Managing compensation and benefits in international HRM
- Training and development in international HRM
- Performance management in international HRM

Learning, Teaching and Assessment Strategies

Lectures and seminars will be used to explore key concepts of international HRM discussed in the syllabus; Student presentations will be used to understand and investigate specific HRM processes and to develop skills of making verbal presentations; Case studies will be used to

explore possibilities of applying HRM processes in international business management practice and to estimate students' knowledge.

Assessment Scheme

Assessment will consist of three assignments:

- Classroom exercises and assignments (10%) where international HRM knowledge will be examined through small tasks and assignments based on case studies or group discussion. (Learning outcomes 1, 2, 3, 4, 5, 6, 8) (assessment due: end of semester – 12th week)
- In-Course Group assignment (20%) where students write an essay evaluating one of the HRM processes and demonstrate it through verbal and ppt presentation in a group of 3-5. (Learning outcomes 2, 3, 4, 5, 6, 7, 8, 9, 10) (assessment due for final version: 11th week)
- Midterm and final examinations (40%) consisting of two tests (Learning outcomes 1, 2, 3, 4, 5, 6) (assessment due: midterm examination: 5th week; final examination: 12th week or during the university examination period)
Individual assignment (30%) students' knowledge estimation through the verbal presentation. (Learning outcomes 1, 2, 3, 4, 5, 6) (assessment due for final version: end of semester – 12th week)

For individual and group coursework students will get feedback on draft versions if submitted two weeks before deadline. After that period their submitted papers will be considered as final versions. They will have at least one week to correct and improve the paper according to feedback. After submission of final versions, students' papers will be assessed in max three weeks. Students are expected to strictly respect the deadlines.

To pass the module students need to have minimum 50%: individual assignment minimum 15%, midterm examination minimum 10%, final examination minimum 10%, In-Course Group assignment minimum 10%.

Assessment Weighting

Coursework 60%

Examination 40%

Learning Materials

Essential

- Dowling, P., Festing, M., Engle, A., *International Human Resource Management*, 6th ed., Andover: Cengage Learning, 2013
- Evans, P., Pucik, V., Barsoux J-L, *The Global Challenge: Frameworks for International Human Resource Management*, McGraw-Hill, 2010

Recommended

- Chris Brewster, Paul Sparrow, Guy Vernon, *International Human Resources management*, CIPD, 2007
- Tayeb, M., *International Human Resource Management: a Multinational Company Perspective*, Oxford University Press Inc., 2005
- Aswathappa, K., Dash, S., *International Human Resource Management*, McGraw-Hill, 2007
- Briscoe, D., Schuler, R., *International Human Resource Management*, Routledge, 2004

- McCourt, W., Eldridge, D., *Global Human Resource Management: Managing People in Developing and Transitional Countries*, Edward Elgar Publishing Limited, 2003

Total Notional Learning Hours
200