

Module Specification

Module Summary Information

1	Module Title	International HRM and HRD
2	Module Credits	20
3	Module Level	7
4	Module Code	HRM7043

5	Module Overview
<p>In the widespread argument that current dynamic contingencies (developments in technology, uncertainties, changes in the sociological and economic context/climate, state intervention, the regulatory framework, enforcement of employment law, implementation of employment policy, etc.), can alter seriously business and corporate strategy, HRM can be proved one key success factor for organisational effectiveness. Therefore, focusing on an international perspective of human resources within an organisation can provide one of the keys to success. This module addresses the emerging complexity of these often competing and contrasting perspectives by exploring past and present thinking on management in relationship to the current national, European and international imperatives and issues in Human Resources Management (HRM). This module aims to develop students' understanding of the impact of globalisation on HRM and introduce various strategic issues and practices that need to be addressed by international organisations. In particular, during the first semester, students will focus on exploring and understanding theories, models and practices of international human resources management.</p> <p>Students will expand knowledge on issues like, strategic HRM, IHRM models, organisational performance & HRM, cross-cultural management issues, management of expatriates, and global talent management. In the second semester, students will emphasise on issues related to comparative HRM. Students will focus on issues like comparative HRM theories, managing diversity, work-life balance, comparative performance & rewards management, HRM and crisis, downsizing and HRM in different international, regional and national contexts. The content is built upon the learning outcomes of the module, which have been approved by CIPD. This module allows learners to select examples of International HR practice in order to engage in deeper analysis which is appropriate for this stage of the programme. This module helps students acquire a deeper critical appreciation of international HRM and of the ways in which they influence organisational performance and development in an international context.</p>	

6	Indicative Content
<ul style="list-style-type: none"> • Introduction to International HRM • International HRM Theory & Practice • Cross Cultural Management & HRM • Strategic HRM • Understanding Cultural Implications of HR Managers: A Practical Perspective • Managing Expatriates • Comparative HRM & Institutional Influences • Corporate Social Responsibility & HRM • Global Talent Management • Integrated Case Study on Expatriate Selection 	

7	Module Learning Outcomes	
	On successful completion of the module, students will be able to:	
	1	Critically assess human resources strategies for organisations operating across national boundaries.
	2	Critically assess the people resources to meet international human resource needs, including expatriate selection, preparation, adjustment and repatriation.
	3	Analyse and critically evaluate the key HRD theories and develop concepts that have had or are influencing global leaders.
	4	Demonstrate the ability to compare and contrast cultural models and relate these to modern International business problems.

8	Module Assessment		
Learning Outcome			
	Coursework	Exam	In-Person
1 - 4	x		

9	Breakdown Learning and Teaching Activities	
Learning Activities		Hours
Scheduled Learning (SL) includes lectures, practical classes and workshops, peer group learning, Graduate+, as specified in timetable		48
Directed Learning (DL) includes placements, work-based learning, external visits, on-line activity, Graduate+, peer learning, as directed on VLE		36
Private Study (PS) includes preparation for exams		116
Total Study Hours:		200