International Human Resource Management

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Modular value: 10 credits
Assessment: 2-hour exam (100%)

This module aims to:

This module provides an introduction to international human resource management and locates this in a comparative context. It aims to help students understand the management of people in organisations operating across nations and cultures, from both an employee and management perspective.

Aims and objectives:

- Examine the origin and meanings of International Human Resource Management and the nature of the employment relationship and its management in comparative context.
- Assess critically and comparatively the concept of Human Resource Management in Multinational Firms and Across Different National Business Systems.
- Examine key Contemporary HRM policies and practices, such as recruitment, selection, training and reward and performance management in Multinational Firms.
- Provide informed up-to-date comment and analysis on the implications of local/regional/global issues in relation to the management of human resources in international organisations, for example the emergence of Shareholder Capitalism and the current global economic and financial crises.
- Identify and explain organisational impacts of international economic and business issues including social and political influences and legal requirements in people management.
- Analyse the relevance of international employee mobility to global organisations and the appropriateness of various human resource strategies in the deployment of international personnel.

Learning Outcomes:

By the end of the module the student should be able to:

- Assess the contribution made by HRM and HRD specialists in MNCs of different nationalities
- Understand, analyse and critically evaluate contemporary organizations and their principal environments
- Understand, analyse and critically evaluate how organizational and HR strategies are shaped by and developed in response to internal and external environmental factors
- Understand, analyse and critically evaluate globalization and international forces and they shape and impact on organizational and HR strategies and HR practices
- Understand, analyse and critically evaluate the impact of local, national and global contexts - shaping employment and industrial relations climates
- Critically assess and evaluate approaches to the development of leadership and management in international and global contexts.

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