



## **Module Specification**

### **The International Employment Context**

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## Part 1: Information

**Module title:** The International Employment Context

**Module code:** UMPD9N-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**Faculty:** Faculty of Business & Law

**Department:** FBL Dept of Business & Management

**Partner institutions:** None

**Field:** Human Resource Management

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** Not applicable

**Features:** Not applicable

**Educational aims:** In addition to the learning outcomes the educational experience may explore, develop, and practise but not formally discretely assess the following:

Independent learning, group work and skills associated with discussion and debate

Personal organisation and study skills

**Outline syllabus:** The syllabus includes:

The organisational and strategic context: introduction of the key themes for the module and consideration of the main features of organisational strategy, including how this relates to the HR dimension.

Corporate social responsibility and business ethics, equality and diversity: consideration of the obligations of organisations to the social environment in which they operate. The relevance of business ethics and the role of MNCs in the developing world will also be considered.

Globalisation and regional integration: consideration of the economic, social and political processes associated with the growing interdependence and integration of the global economy and how these processes impact on organisations, managers and workers.

National culture and HRM: consideration of the antecedents, dimensions and determinants of national culture and how culture shapes management practice, drawing on a number of typologies of cultural difference.

Political, legal and economic context: how political, economic and legislative systems influence the ways in which organisations approach the marketplace and manage their employees. It will focus particularly on the influence of different forms of capitalism and associated institutions.

Labour markets, social structures and demography: outline processes of labour market change and evolving social attitudes and structures, comparing and contrasting a number of national contexts.

MNC, strategy and national difference: consideration of the strategic options

available to multinational corporations in responding to national cultural and institutional differences and the factors that act to shape strategic decision-making.

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** The teaching sessions will broadly take the format of a lecture on the given subject followed by discussion to relate the material to individual experience and understanding of national cultural and institutional difference. Discussion will seek to provide greater context and real-life examples to the theory introduced week by-week. Case study material will be used extensively to provide students with the opportunity to tackle organisational problems. Students will be required to undertake relevant reading from the module for each week's session to ensure prior knowledge of the broad subject area for discussion.

All materials, including weekly additional reading, case studies, relevant newspaper articles and lecture slides are available to students prior to the weekly sessions both in hard copy and on Blackboard. Blackboard is also used to communicate with students. Students will be given extensive guidance to develop the information skills to enable them to identify, retrieve and evaluate sources of information relevant to the module. In particular, guidance will be provided to students to access electronic resources relevant to the module such as Business Source Premier, Sage Online, Ingenta Online and Emerald.

Learning comprises scheduled taught sessions (12 x 3 hours), which include the activities described above and independent learning, which includes hours engaged with essential reading, blended learning, case study preparation, assignment preparation and completion. These sessions constitute an average time of 150 hours.

Students will be directed towards the following study skills websites:

The MySkills Study Skills website

Skills4study (s4s) as part of the MySkills resource (Academic reading and note making; Critical thinking; Academic writing; Referencing and plagiarism)

iSkillzone <http://iskillzone.uwe.ac.uk> (workshops for information retrieval, referencing, evaluation skills and literature reviewing)

Learn Higher

Contact Hours:

36 hours (12 x 3 hours sessions)

**Module Learning outcomes:** On successful completion of this module students will achieve the following learning outcomes.

**MO1** Understand how organisational and HR strategies are shaped by and developed in response to internal and external environmental factors

**MO2** Connect national culture and institutions with management practice in the field of HRM and the organisation of labour

**MO3** Evaluate the impact of globalisation on organisational and HR strategies and practices

**MO4** Understand the market and competitive environments of organisations and how organisational leaders and the HR function respond to these

**MO5** Understand demographic, social and technological trends and how they shape and impact on organisational and HR strategies and HR practices

**MO6** Identify government policy and legal regulation and how these shape and impact on organisational and HR strategies and practices

**MO7** Understand the managerial and business environment within which HR professionals work

**MO8** Promote professionalism and an ethical approach to HRM practice in organisations

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpd9n-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umpd9n-15-m.html>

## **Part 4: Assessment**

**Assessment strategy:** Assessment for the module is summative, taking the form of critical analysis and reflection upon substantial aspects of the syllabus. Formative feedback on students' work (for example, essay plans) and progress will be provided throughout the module. The assessment strategy involves two tasks:

(A) An in-class examination (weighted 40 per cent of the total module mark) to assess student understanding of the broad range of issues/subjects covered.

(B) The completion of a discursive essay (2000 words maximum) (weighted at 60% of total module marks). The objective of the essay element is to assess students' ability to collate and organise a wide variety of source material to address a specific debate and to encourage analysis/reflection upon key theoretical/conceptual dimensions of the discipline, whilst relating theory to processes and practices. The assessment criteria for the essay includes, depth of analysis, originality, use of appropriate evidence including empirical data, authoritative source material (corporate and examples) and evidence of wide reading as manifested in effective referencing, structure (including effective introduction and conclusion, clear logical flow of ideas and balance of argumentation) focus (including directness of answer to the question, absence of tangential points and arguments, points of emphasis and appropriate proportioning of sub-themes), expression (including appropriate use of language and engaging narrative) and presentation.

### **Assessment tasks:**

#### **In-class test (First Sit)**

Description: In-class test (2 hours)

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8

**Written Assignment (First Sit)**

Description: Individual essay 2000 words

Weighting: 60 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8

**In-class test (Resit)**

Description: In-class test (2 hours)

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8

**Written Assignment (Resit)**

Description: Individual essay 2000 words

Weighting: 60 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8

**Part 5: Contributes towards**

This module contributes towards the following programmes of study: