



## **Module Specification**

### **Sustainable International HRM**

Version: 2027-28, v1.0, Approved

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## **Part 1: Information**

**Module title:** Sustainable International HRM

**Module code:** UMPDYW-15-3

**Level:** Level 6

**For implementation from:** 2027-28

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**College:** College of Business and Law

**School:** CBL Bristol Business School

**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:** This module students will study IHRM-specific theories, concepts, principles, processes in order to understand the ways in which people management strategies, policies and practices contribute to the broader objectives and strategies of global businesses.

**Features:** Not applicable

**Educational aims:** In this module students will study IHRM-specific theories, concepts, principles, processes in order to understand the ways in which people management strategies, policies and practices contribute to the broader objectives and strategies of global businesses.

Students will consider contemporary global labour market trends, analysing and making judgements about how organisations can respond to social and sustainable global business challenges. This will include the individual's role as global citizen, and the uncertainty, ambiguity and the limits of knowledge and challenges between international approaches to managing people, when managing socially responsible and sustainable global workforces.

**Outline syllabus:** This module will consider topics not limited to:

Globalisation and the Internationalisation of Business

National culture and Cross-Cultural Management

Expatriate Management

International Compensation

Managing international employees

Ethics and risk in expatriate assignments

HRM in developing and developed countries

Female expatriates

Future Developments in IHRM

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

**Teaching and learning methods:** The module uses taught sessions to provide an overview of topic areas, but emphasis is placed on practice and participation where problems/case studies/presentations/discussions generate insight into the usefulness of theoretical approaches.

Preparation and independent study involves students using a range of reading material such as books, journals and professional publications to deepen their understanding of the concepts introduced during taught sessions, where student can

also participate and practice techniques. Extensive use is made of VLE enabling students to access course materials, lecture slides, useful research links, announcements, discussion boards and e-mail.

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

**MO1** Demonstrate a conceptual understanding of the arguments ideas and techniques relevant to IHRM, social value and sustainable concepts, relating to the people management strategies, policies and practices of global business.

**MO2** Critically evaluate the key arguments, assumptions and abstract concepts of the contemporary global labour market trends, analysing and making judgements about how organisations can respond to social and sustainable global business challenges.

**MO3** Demonstrate an appreciation of the individual's role as global citizen, and the uncertainty, ambiguity and the limits of knowledge and challenges between international approaches to managing people, when managing socially responsible and sustainable global workforces.

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umptyw-15-3.html) via the following link <https://uwe.rl.talis.com/modules/umptyw-15-3.html>

## **Part 4: Assessment**

**Assessment strategy:** The assessment strategy reflected the practice based pedagogy of the HRM programme and draws on students experience of experiential engagement throughout their journey. As such the case study that students engage with is integrated in a practice led learning approach and the report output is

authentic by its nature, replicating the requirement of HR professionals.

Assessment is designed to build in the student's individual experience in relation to the syllabus and supporting them in submitting an authentic assessment in line with university assessment policies. The overarching aim is to ensure it is the student's original work that is being submitted.

**Assessment tasks:****Report (First Sit)**

Description: 2500-word report based on a case study.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

**Report (Resit)**

Description: Report based on a case study - 2500 words

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

**Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons)  
2024-25

Business and Human Resource Management [Villa] BA (Hons) 2025-26

Business and Human Resource Management [Frenchay] BA (Hons) 2025-26

Business and Human Resource Management [Frenchay] BA (Hons) 2025-26

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons)  
2024-25