



MODULE SPECIFICATION

Part 1: Information			
Module Title	International Resourcing and Talent Management		
Module Code	UMPCXT-15-M	Level	M
For implementation from	September 2019		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business and Law	Field	Human Resource Management
Department	BBS, Business and Management		
Contributes towards	MSc Human Resource Management , MSc Human Resource Management (International)		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	N/A		

Part 2: Description	
<p>Teaching and learning in this module consists of a combination of formal lecturing supported by a range of participative activities including case studies, problem solving exercises and small group activities. Peer learning will be encouraged through activities designed to enable students to share and compare their experiences. Central to teaching and learning at this level is a high level of critical discussion and self reflection in contact sessions and assessed work.</p> <p>Students will be directed towards the BBS study skills website as appropriate. Students will be encouraged to use Blackboard to access resources used during the classes.</p> <p>You will cover:</p> <ul style="list-style-type: none"> • Link between international resourcing strategies associated with ethnocentric, polycentric, regiocentric and geocentric approaches and the achievement of organisational objectives in the global area; different international resourcing paradigms related to convergence and divergence. • Leading theoretical approaches to contemporary international resourcing strategies in both parent and host country environments. • Exploration and review of the role that cultural considerations play in international resourcing and talent management activities. • Design and delivery of effective induction and training for different types of international assignments. • Leading theories on expatriation and repatriation and their application to different international business operations. • Current theories on the definition and development of talent in international business operations. • Exploration and review of approaches to international resourcing activities associated with cross border 	

alliances such as international mergers, acquisitions and joint-ventures.		
Part 3: Assessment		
Summative assessment consists of two elements, both of which are designed to encourage students to evaluate the theoretical concepts encountered in the module and apply them to a practical context.		
The first component (A) consists of a group exercise requiring students to research and make recommendations to address a specific resourcing problem and present their findings in class. The in-class presentation of findings and recommendations should include all group members and last for 30 minutes; this will be followed by 10 minutes of questions. A group mark will be given to all members of the group for the group work and an individual mark for the individual 5-minute podcast/video of the group work.		
The second component (B) is an individual written assignment of 2000 words based upon an analysis of a different resourcing problem within a context chosen by the student.		
Resit assessment:		
1. Viva (30 minutes) and supporting documentation (500 words) which demonstrates competence in specific HRM knowledge relevant to:		
(a) Analysing the resourcing issues identified in a group presentation		
(b) Explaining the research method followed in investigating these issues		
(c) Critically reflecting on their learning about the issues identified at (a) and (b) above, from the perspectives of theory and practice		
Formative assessment will be provided through tutor and peer feedback on the group presentations.		
Identify final timetabled piece of assessment (component and element)	Component B	
% weighting between components A and B (Standard modules only)	A:	B:
	40%	60%
First Sit		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Group Exercise (30 minutes)	63%	
2. Individual 5-minute video presentation/podcast	37%	
Component B Description of each element	Element weighting (as % of component)	
1. Written Essay (2000 words)	100%	
Resit (further attendance at taught classes is not required)		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Viva (30 minutes) and supporting documentation (500 words) which demonstrates competence in specific HRM knowledge.	100%	
Component B Description of each element	Element weighting (as % of component)	
1. Written Essay (2000 words)	100%	

Part 4: Learning Outcomes & KIS Data																														
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> • Make constructive contributions to the development or enhancement of international resourcing strategies and policies by critically evaluating existing practices, processes and theory in the light of evolving knowledge and understanding. (A and B) • Contribute to the development of strategies that aid the attraction, recruitment, selection, expatriation and repatriation of a suitably skilled and diverse workforce within a global context. (B) • Devise and critically evaluate approaches to the retention of employees, and the management of global careers and succession planning within the international business arena. (A and B) • Understand and analyse the activities associated with human resource planning: evaluate long-and short-term human resource talent and succession planning; gather and utilise employee turnover data to aid retention; and manage employee exit from the organisation through 'downsizing' (i.e. redundancy, dismissal) within the expectations of the law (A and B) • Critically discuss and evaluate different approaches to international resourcing strategies and practices associated with cross border alliances such as international mergers, acquisitions and joint ventures. (A and B) • Explore the specific international resourcing challenges associated with 'offshoring'. (A and B) • Critically review and adapt international resourcing policies and practices for different occupational groupings in parent and host country settings. (A and B) • Ensure that international resourcing policies satisfy and support equal opportunity and managing diversity requirements, are legally compliant and sensitive to ethical considerations in both parent and host country environments. (A and B) • Working as a team member, to critically apply theory to a specific case in order to analyse a resourcing and talent management issue and to present recommendations for resolution. (Component A) 																													
Key Information Sets Information (KIS)	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="5" style="text-align: left;">Key Information Set - Module data</th> </tr> <tr> <td style="width: 15%;"></td> <td style="width: 15%;"></td> <td style="width: 15%;"></td> <td style="width: 15%;"></td> <td style="width: 15%;"></td> </tr> </thead> <tbody> <tr> <td colspan="4"><i>Number of credits for this module</i></td> <td style="text-align: center; border: 2px solid black;">15</td> </tr> <tr> <th style="text-align: center;">Hours to be allocated</th> <th style="text-align: center;">Scheduled learning and teaching study hours</th> <th style="text-align: center;">Independent study hours</th> <th style="text-align: center;">Placement study hours</th> <th style="text-align: center;">Allocated Hours</th> </tr> <tr> <td style="text-align: center;">150</td> <td style="text-align: center;">36</td> <td style="text-align: center;">114</td> <td style="text-align: center;">0</td> <td style="text-align: center;">150</td> </tr> </tbody> </table>					Key Information Set - Module data										<i>Number of credits for this module</i>				15	Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	150	36	114	0	150
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Contact Hours	<p>The table below indicates as a percentage the total assessment of the module which constitutes a;</p> <p>Written Exam: Unseen or open book written exam Coursework: Written assignment or essay, report, dissertation, portfolio, project or in class test</p>																													

Total Assessment	Practical Exam: Oral Assessment and/or presentation, practical skills assessment, practical exam (i.e. an exam determining mastery of a technique)			
	Total assessment of the module:			
	Written exam assessment percentage			0%
	Coursework assessment percentage			60%
Practical exam assessment percentage			40%	
			100%	
Reading List	Reading list link https://uwe.rl.talis.com/search.html?q=UMPCXT-15-M&qbutton=			

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First Approval Date (and panel type)	CAP 28 March 2012 (1.1)			
Revision CAP Approval Date	2 February 2016	Version	1.2	
Revision ASQC Approval Date <i>Update this row each time a change goes to ASQC</i>	15 January 2019	Version	2	link to RIA