



## MODULE SPECIFICATION

Part 1: Information			
Module Title	International Resourcing and Talent Management		
Module Code	UMPCXT-15-M	Level	Level 7
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business & Law	Field	Human Resource Management
Department	FBL Dept of Business & Management		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p><b>Educational Aims:</b> See Learning Outcomes.</p> <p><b>Outline Syllabus:</b> You will cover:</p> <p>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.</p> <p>Leading theoretical approaches to contemporary international resourcing strategies in both parent and host country environments.</p> <p>Exploration and review of the role that cultural considerations play in international resourcing and talent management activities.</p> <p>Design and delivery of effective induction and training for different types of international assignments.</p> <p>Leading theories on expatriation and repatriation and their application to different international business operations.</p> <p>Current theories on the definition and development of talent in international business operations.</p>

## STUDENT AND ACADEMIC SERVICES

Exploration and review of approaches to international resourcing activities associated with cross border alliances such as international mergers, acquisitions and joint-ventures.

**Teaching and Learning Methods:** 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.

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.

### 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. The 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.

First Sit Components	Final Assessment	Element weighting	Description
Presentation - Component A		25 %	Group exercise
Presentation - Component A		15 %	Individual 5-minute video presentation/podcast
Written Assignment - Component B	✓	60 %	Written essay (2000 words)
Resit Components	Final Assessment	Element weighting	Description
Presentation - Component A		40 %	Viva (30 minutes) and supporting documentation (500 words) which demonstrates competence in specific HRM knowledge.
Written Assignment - Component B	✓	60 %	Written essay (2000 words)

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### Part 4: Teaching and Learning Methods

Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes:																				
	<table border="1"> <thead> <tr> <th data-bbox="344 311 1353 342">Module Learning Outcomes</th> <th data-bbox="1359 311 1519 342">Reference</th> </tr> </thead> <tbody> <tr> <td data-bbox="344 351 1353 465">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</td> <td data-bbox="1359 351 1519 465">MO1</td> </tr> <tr> <td data-bbox="344 474 1353 557">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</td> <td data-bbox="1359 474 1519 557">MO2</td> </tr> <tr> <td data-bbox="344 566 1353 649">Devise and critically evaluate approaches to the retention of employees, and the management of global careers and succession planning within the international business arena</td> <td data-bbox="1359 566 1519 649">MO3</td> </tr> <tr> <td data-bbox="344 658 1353 804">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</td> <td data-bbox="1359 658 1519 804">MO4</td> </tr> <tr> <td data-bbox="344 813 1353 896">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</td> <td data-bbox="1359 813 1519 896">MO5</td> </tr> <tr> <td data-bbox="344 904 1353 965">Explore the specific international resourcing challenges associated with 'offshoring'</td> <td data-bbox="1359 904 1519 965">MO6</td> </tr> <tr> <td data-bbox="344 974 1353 1025">Critically review and adapt international resourcing policies and practices for different occupational groupings in parent and host country settings</td> <td data-bbox="1359 974 1519 1025">MO7</td> </tr> <tr> <td data-bbox="344 1034 1353 1117">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</td> <td data-bbox="1359 1034 1519 1117">MO8</td> </tr> <tr> <td data-bbox="344 1126 1353 1207">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.</td> <td data-bbox="1359 1126 1519 1207">MO9</td> </tr> </tbody> </table>	Module Learning Outcomes	Reference	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	MO1	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	MO2	Devise and critically evaluate approaches to the retention of employees, and the management of global careers and succession planning within the international business arena	MO3	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	MO4	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	MO5	Explore the specific international resourcing challenges associated with 'offshoring'	MO6	Critically review and adapt international resourcing policies and practices for different occupational groupings in parent and host country settings	MO7	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	MO8	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.	MO9
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Reading List	<p data-bbox="344 1812 1174 1843"><i>The reading list for this module can be accessed via the following link:</i></p> <p data-bbox="344 1865 944 1897"><a href="https://uwe.rl.talis.com/modules/umpcxt-15-m.html">https://uwe.rl.talis.com/modules/umpcxt-15-m.html</a></p>																				

### Part 5: Contributes Towards

## STUDENT AND ACADEMIC SERVICES

This module contributes towards the following programmes of study:

Business with International Human Resource Management [Jan][FT][Frenchay][1yr] MSc 2020-21

Human Resource Management (International) [Sep][FT][Frenchay][1yr] MSc 2020-21