



Module Specification

International Resourcing and Talent Management

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Contents

Module Specification	1
Part 1: Information	2
Part 2: Description	2
Part 3: Teaching and learning methods	3
Part 4: Assessment.....	5
Part 5: Contributes towards	6

Part 1: Information

Module title: International Resourcing and Talent Management

Module code: UMPCXT-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: See Learning Outcomes.

Outline syllabus: You will cover:

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: Teaching and learning methods

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.

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

MO1 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

MO2 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

MO3 Devise and critically evaluate approaches to the retention of employees, and the management of global careers and succession planning within the international business arena

MO4 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

MO5 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

MO6 Explore the specific international resourcing challenges associated with 'offshoring'

MO7 Critically review and adapt international resourcing policies and practices for different occupational groupings in parent and host country settings

MO8 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

MO9 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.

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/umpcxt-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umpcxt-15-m.html>

Part 4: Assessment

Assessment strategy: Summative assessment consists of two tasks, 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 task 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 task is an individual written assignment of 2000 words based upon an analysis of a different resourcing problem within a context chosen by the student.

Assessment tasks:

Written Assignment (First Sit)

Description: Written essay (2000 words)

Weighting: 60 %

Final assessment: Yes

Group work: No

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

Presentation (First Sit)

Description: Presentation (group) with 5 minute individual podcast/video

Weighting: 40 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO1, MO3, MO4, MO5, MO6, MO7, MO8, MO9

Written Assignment (Resit)

Description: Written essay (2000 words)

Weighting: 60 %

Final assessment: Yes

Group work: No

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

Presentation (Resit)

Description: Presentation (groups of one permitted)

Weighting: 40 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8, MO9

Part 5: Contributes towards

This module contributes towards the following programmes of study: