University of the West of England
BRISTOL

ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Basic Data						
Module Title	International Human Resource Management					
Module Code	UMPD7G-15-3		Level	3	Version	2
UWE Credit Rating	15	ECTS Credit Rating	7.5	WBL module?	No	
Owning Faculty	FBL		Field	HRM		
Department	BBS, Business and Management		Module Type	Standard		
Contributes towards	BA (Hons) Business & HRM (compulsory); BA (Hons) Business Management (LCO) / BA(Hons) Business Management and Leadership (option); BA (Hons) Business and Management (option), BA (Hons) International Business (option), BA (Hons) International Business Management (option)					
Pre-requisites	none		Co- requisites	none		
Excluded Combinations	none		Module Entry requirements	N/A		
First CAP Approval Date	QMAC Dec 11		Valid from	September 2012		
Revision CAP Approval Date	31 Janaury 2017		Revision with effect from	September 2018		

Part 2: Learning and Teaching	
Learning Outcomes	On successful completion of this module students will be able to: • Understand and critically evaluate the ways in which IHRM strategies, policies and practices contribute to the broader objectives and strategies of international business; • Distinguish between international approaches to managing people, economic governance, labour market regulation and industrial relations. In addition, students should be able to demonstrate why systems vary between nations; • Identify the principal components within the role of the international manager and the key challenges that they face; • Explain and evaluate contemporary developments in international regulation and labour standards and the ethical implications of international business. In addition the educational experience may explore, develop, and practise <u>but not formally assess</u> the following: • Time management skills • Resource identification and management skills

	• Effective communication using written and verbal media • Independent and interdependent (group) working
Syllabus Outline	- Approaches to IHRM: Introduction & Overview - Globalisation and the Internationalisation of Business - National culture and Cross-Cultural Management - Expatriate Management - International Compensation - Managing international employees - Performance management: - Training & Development - EU Regulation and IHRM - Ethics and managing risk in expatriate assignments - HRM in developing and developed countries - Feamle expatriates - Future Developments in IHRM In addition, the module will incrementally cover the following skills; - Enhancing information/literature search skills; - Reading and thinking critically - Developing ethical considerations in management
Contact Hours/Scheduled Hours	Module delivery will be based on 3 hours of scheduled learning and teaching activities per teaching week. This will consist of a combination of lectures for the delivery of core syllabus concepts and tutorials for enquiry/problem based learning with tutor feedback and support Extensive use will be made of Blackboard for weekly guided independent study work; to support students' learning. Students will also be directed towards the University Library online Study Skills resources for the development of skills appropriate to the level and style of the module.
Teaching and Learning Methods	The module will be delivered over 12 weeks with a minimum of 3 hours contact time per week. **Scheduled learning** 36 hours of lectures and tutorials **Independent learning** includes approximately 110-120 hours engagement with essential reading, case study preparation and portfolio development . assignment preparation and completion. Extensive use will be made of Blackboard for guided independent study work; to support students' learning; to facilitate interactions between students e.g. for group project work. Students will also be directed towards the University Library online Study Skills resources for the development of skills appropriate to the level and style of the module. In addition a number of e-learning resources will also be used, including: • The MySkills Study Skills website at http://www.uwe.ac.uk/library/resources/hub/ http://www.uwe.ac.uk/library/resources/bbs-study-skills/student/level1.htm • 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 http://www1.uwe.ac.uk/library/help.aspx
	• Learn Higher http://www.learnhigher.ac.uk/Students.html
Key Information Sets Information	.

Key Information Set - Module data

Number of credits for this module				15	

Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	
150	36	114	0	150	✅

The table below indicates as a percentage the total assessment of the module which constitutes a -

Written Exam: Unseen written exam, open book written exam, In-class test
Coursework: Written assignment or essay, report, dissertation, portfolio, project
Practical Exam: Oral Assessment and/or presentation, practical skills assessment, practical exam

Please note that this is the total of various types of assessment and will not necessarily reflect the component and module weightings in the Assessment section of this module description:

Total assessment of the module:	
Written exam assessment percentage	0%
Coursework assessment percentage	100%
Practical exam assessment percentage	0%
	100%

| Reading Strategy | All students will be encouraged to make full use of the print and electronic resources available to them through membership of the University. These include a large range of journals (both print and electronic) and a wide variety of resources available through web sites and information gateways. The University Library's web pages provide access to subject relevant resources and services, and to the library catalogue. Students will be presented with opportunities within the programme curriculum (especially the Literature Review) and within this module to develop their information retrieval and evaluation skills, in order to identify appropriate resources effectively.

Blackboard – This module is supported by Blackboard, where students will be able to find all necessary module documentation, including guidance on Further Reading within the module handbook/outline. Direct links to information resources will also be provided from within Blackboard

UWE Libraries – Engagement with online resources available through the library will be a core requirement of this module

Essential reading - The essential reading will be posted on Blackboard in the form of journal articles, management reports and other documents. |
| :--- | :--- |
| Indicative Reading | *The following list is offered to provide validation panels/accrediting bodies with an* |

List	*indication of the type and level of information students may be expected to consult. As such, its currency may wane during the life span of the module specification. However, as indicated above, CURRENT advice on readings will be available via other more frequently updated mechanisms.*
	Essential reading - The essential reading will be posted on Blackboard in the form of journal articles, management reports and other documents.

Suggested reading: This will be specified in the module handbook and on Blackboard at the start of the module. Examples of the accompanying texts for this module may include (although students are not expected to purchase more than one textbook) :

Briscoe, D. R., Schuler, R. S. and Claus, L. (2015), *International Human Resource Management*. Routledge.

Harzing, A. W., & Pinnington, A. (Eds.). (2010). *International human resource management*. Sage.

Dowling, P.J., Festing, M. and Engle, A.D.,(2014), *International Human Resource Managemen*. South-Western Cengage Learning.

Larsen, H. H. and Mayrhofer, W. (eds.), (2006), *Managing Human Resources in Europe*. Routledge.

Scullion, H. and Linehan,M. (eds.), (2005), *International Human Resources*

Further reading – Further Reading will be required to supplement the essential reading, provided readings (see above) and suggested reading. The purpose of this further reading is to ensure students are familiar with current research, classic works, and material specific to their chosen programme of study. Suggested Further Reading by topic will be indicated in the module handbook provided at the start of the module and in lectures, but the following books are indicative of recommended texts.

Adler, N. J., 2002, *International Dimensions of Organizational Behavior* (4th edt.). Thomson.

Almond, P. and Ferner, A. (eds.), 2006, *American Multinationals in Europe. Managing Employment Relations across Borders.* Oxford University Press.

Beardwell, I. and Holden L., 2004, *Human Resource Management; a Contemporary Approach,* (4th edt.). FT/Prentice Hall.

Brewster C. and Harris H. (eds.), 2010, *International Human Resource Management: Contemporary Issues in Europe*. Routledge.

Brewster C. and Larsen H. (eds.), 2000, *Human Resource Management in Northern Europe*. Blackwell Business.

Brewster C., Sparrow, P. and Vernon, G., 2007, *International Human Resource Management* (2nd edt.). CIPD, London.

Dicken, P., 2006, G*lobal Shift. Reshaping the Global Economic Map in the 21st Century* (5th edt.). Sage Publications.

Hill, C.W.L., 2007, *International Business. Competing in the Global Marketplace* (6th edt.). McGraw-Hill.

Hodgetts R.M. and Luthans F., 2003, *International Management, Culture, Strategy and Behavior* (5th edt.). Sage,

Hofstede G., 1991, *Cultures and Organizations; Intercultural Cooperation and its Importance for Survival*. Harper Collins.

Holden N. L., 2002, *Cross- Cultural Management- A Knowledge Management Perspective*. FT Prentice Hall.

Hollinshead G. and Leat M., 1995, *Human Resource Management: An International and Comparative Perspective*. FT/ Pitman.

Jackson T., 2002, *International Human Resource Management: A Cross-Cultural Approach*. Sage.

Lecher, W. and Platzer, H-W. (eds.), 1999, *European Union – European Industrial Relations. Global Challenges, National Developments and Transnational Dynamics*. Routledge.

Mendenhall, M.E., Oddou, G.R. and Stahl, G.K. (eds.), 2007, *Readings and Cases in International Human Resource Management.* Routldege.

Morrison, J., 2006, *The International Business Environment. Global and Local Marketplaces in a Changing World* (2nd edt.). Palgrave.

Morley, M.J., Gunnigle, P & Collings, D.G, 2006 *Global Industrial Relations*. Routledge, London and New York.

Ozbigin, M., 2005, *International Human Resource Management: Theory and Practice.* Palgrave Macmillan.

Rubery, J. and Grimshaw, D., 2003, *The Organization of Employment: An International Perspective*. Palgrave Macmillan.

Schneider, S.C. and Barsoux, J.L., 2003, *Managing Across Cultures* (2nd ed.). FT Prentice Hall.

Scholz, C. and Bohm, H. (eds.), 2008, *Human Resource Management in Europe.* Routledge.

Sparrow P. & Marchington M. (eds.), 1998, *Human Resource Management: the New Agenda*. FT Pearson.

Sparrow, P. Brewster, C. Harris, H., 2004, *Globalising Human Resource Management*. Routledge.

Tayeb M. H. (2005), *International Human Resource Management: A Multinational Company Perspective*. Oxford University Press.

Part 3: Assessment

| Assessment Strategy | **Assessment Strategy**

The assessment builds on the content of lectures and seminars and is designed to support student learning and to encourage students to develop the skills of independent study. In particular, students will be assessed on their critical understanding of the theoretical and practitioner issues around international people management.

There is one component to the summative assessment for this module. This is a 3000 word, portfolio assignment, consisting of 6 tasks related to the key themes of the taught sessions. Students will be expected to research and critically analyse relevant literature.

Formative assessment will be provided throughout the module and will be particularly addressed in the seminars. |
| Identify final assessment component and element | **Component A** |

% weighting between components A and B (Standard modules only)	A:	
	100%	

First Sit	
Component A (controlled conditions) **Description of each element**	**Element weighting** **(as % of component)**
1. Portfolio	100%
Component B **Description of each element**	**Element weighting** **(as % of component)**

Resit (further attendance at taught classes is not required)	
Component A (controlled conditions) **Description of each element**	**Element weighting** **(as % of component)**
1. Portfolio	100%
Component B **Description of each element**	**Element weighting** **(as % of component)**

If a student is permitted a **RETAKE** of the module the assessment will be that indicated by the Module Description at the time that retake commences.

First CAP Approval Date	QMAC Dec 2011			
Revision CAP Approval Date *Update this row each time a change goes to CAP*	31 January 2017	Version	*2*	link to RIA
			3	
			4	