



CORPORATE AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Basic Data					
Module Title	International Human Resource Management				
Module Code	UMPD7G-15-3	Level	3	Version	1.1
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	2 February 2016	Revision with effect from	September 2016		

Review Date	September 2018
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Part 2: Learning and Teaching	
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> 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. <p>In addition the educational experience may explore, develop, and practise <u>but not</u></p>

	<p><u>formally assess</u> the following:</p> <ul style="list-style-type: none"> • Time management skills • Resource identification and management skills • Effective communication using written and verbal media • Independent and interdependent (group) working
Syllabus Outline	<ul style="list-style-type: none"> - 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 - HRM in developing and developed countries - International industrial relations: - Future Developments in IHRM <p>In addition, the module will incrementally cover the following skills;</p> <ul style="list-style-type: none"> - Enhancing information/literature search skills; - Reading and thinking critically - Developing ethical considerations in management
Contact Hours/Scheduled Hours	<p>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</p> <p>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.</p>
Teaching and Learning Methods	<p>The module will be delivered over 12 weeks with a minimum of 3 hours contact time per week.</p> <p>Scheduled learning 36 hours of lectures and tutorials</p> <p>Independent learning includes approximately 110-120 hours engagement with essential reading, case study preparation and portfolio development . assignment preparation and completion.</p> <p>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:</p> <ul style="list-style-type: none"> • 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

	<p>[workshops for information retrieval, referencing, evaluation skills and literature reviewing http://www1.uwe.ac.uk/library/help.aspx</p> <ul style="list-style-type: none"> • Learn Higher http://www.learnhigher.ac.uk/Students.html
Reading Strategy*	<p>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.</p> <p>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</p> <p>UWE Libraries – Engagement with online resources available through the library will be a core requirement of this module</p> <p>Essential reading - The essential reading will be posted on Blackboard in the form of journal articles, management reports and other documents.</p>
Indicative Reading List	<p><i>The following list is offered to provide validation panels/accrediting bodies with an 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.</i></p> <p>Essential reading - The essential reading will be posted on Blackboard in the form of journal articles, management reports and other documents.</p> <p>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) :</p> <p>Briscoe, D. R., Schuler, R. S. and Claus, L. (2009), <i>International Human Resource Management</i>, (3rd ed.). Routledge.</p> <p>Dowling, P.J., Festing, M. and Engle, A.D., 2008, <i>International Human Resource Management</i> (5th ed.). South-Western Cengage Learning.</p> <p>Edwards, T & Rees, C.(2006), <i>International Human Resource Management</i>. FT/ Prentice Hall.</p> <p>Harzing, A-W. and Van Ruysseveldt (eds.), (2004), <i>International Human Resource Management</i> (2nd ed.). Sage Publications.</p> <p>Larsen, H. H. and Mayrhofer, W. (eds.), (2006), <i>Managing Human Resources in Europe</i>. Routledge.</p> <p>Scullion, H. and Linehan, M. (eds.), (2005), <i>International Human Resources</i></p> <p>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</p>

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 ed.). Thomson.

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

Banbury, G.J., Sansbury, R.D. and Wailles, N. (eds.), 2002, *International and Comparative Employment Relations. Globalisation and the Developed Market Economies*. Sage Publications.

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

Brewster C. and Harris H. (eds.), 1999, *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 ed.). CIPD, London.

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

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

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

Kirkbride P.S. (ed.), 1994, *Human Resource Management in Europe: Perspectives for the 1990s*. Routledge.

Leat M., 1998, *Human Resource Issues of the European Union*, London. Pitman.

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*. Routledge.

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

	<p><i>International Perspective</i>. Palgrave Macmillan.</p> <p>Schneider, S.C. and Barsoux, J.L., 2003, <i>Managing Across Cultures</i> (2nd ed.). FT Prentice Hall.</p> <p>Scholz, C. and Bohm, H. (eds.), 2008, <i>Human Resource Management in Europe</i>. Routledge.</p> <p>Sparrow P. & Marchington M. (eds.), 1998, <i>Human Resource Management: the New Agenda</i>. FT Pearson.</p> <p>Sparrow, P. Brewster, C. Harris, H., 2004, <i>Globalising Human Resource Management</i>. Routledge.</p> <p>Tayeb M. H. (2005), <i>International Human Resource Management: A Multinational Company Perspective</i>. Oxford University Press.</p>
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Part 3: Assessment	
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Assessment Strategy	<p>Component A The controlled element of the course is provided by a short examination (2 hours) worth 30% of the overall mark. In the exam, students will be given a case study where they will be asked to make recommendations for how an international manager should respond to a particular issue related to expatriate management.</p> <p>Component B The coursework is a portfolio of 6 activities tied in to the structure of the course.</p>
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Identify final assessment component and element	Component A	
% weighting between components A and B (Standard modules only)	A: 30%	B: 70%

First Sit	
Component A (controlled conditions) Description of each element	Element weighting (as % of component)
1. Exam (2 hours)	100%
Component B Description of each element	Element weighting (as % of component)
1. Portfolio	100%

Resit (further attendance at taught classes is not required)	
Component A (controlled conditions) Description of each element	Element weighting (as % of component)
1. Exam (2 hours)	100%
Component B Description of each element	Element weighting (as % of component)
1. Portfolio	100%

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

