



Module Specification

International Human Resource Management

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Part 1: Information

Module title: International Human Resource Management

Module code: UMPD7G-15-3

Level: Level 6

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

Delivery locations: Not in use for Modules

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: In addition to the Learning Outcomes, the educational experience may explore, develop, and practise but not formally assess the following:

Time management skills

Resource identification and management skills

Effective communication using written and verbal media

Independent and interdependent (group) working

Outline syllabus: Approaches to IHRM: Introduction and Overview

Globalisation and the Internationalisation of Business

National culture and Cross-Cultural Management

Expatriate Management

International Compensation

Managing international employees

Performance management:

Training and Development

EU Regulation and IHRM

Ethics and managing risk in expatriate assignments

HRM in developing and developed countries

Female 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

Part 3: Teaching and learning methods

Teaching and learning methods: 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.

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/> and <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)

Learn Higher

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

MO1 Understand and critically evaluate the ways in which IHRM strategies, policies and practices contribute to the broader objectives and strategies of international business.

MO2 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.

MO3 Identify the principal components within the role of the international manager and the key challenges that they face.

MO4 Explain and evaluate contemporary developments in international regulation and labour standards and the ethical implications of international business.

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/index.html) via the following link <https://uwe.rl.talis.com/index.html>

Part 4: Assessment

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 task 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.

Assessment components:

Portfolio (First Sit)

Description: Portfolio

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Portfolio (Resit)

Description: Portfolio

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Management {Top Up}[CUEB] BA (Hons) 2023-24

Business and Management {Top Up}[DeITel] BA (Hons) 2023-24

Business and Human Resource Management {Top-Up} [Frenchay] BA (Hons) 2023-24

International Business Communication {Top-Up} [Frenchay] BA (Hons) 2023-24

Business and Human Resource Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Human Resource Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

Business and Human Resource Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business and Human Resource Management [Jan][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Human Resource Management [May][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Human Resource Management [Sep][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Human Resource Management {Foundation}
[Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Human Resource Management {Foundation}
[Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

International Business Management {Top-Up} [BIBM] BA (Hons) 2023-24

International Business Management {Top-Up} [Villa] BA (Hons) 2023-24

Business and Management [Sep][FT][NepalBrit][3yrs] BBA (Hons) 2021-22

Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Management [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management [May][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management [Sep][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

Business and Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

Business Studies {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

International Business Management {Split Delivery} [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

International Business Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

International Business Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

International Business Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

International Business Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

International Business [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

International Business {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

International Business {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

International Business [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

International Business {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Management [Jan][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Management [May][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Management [Sep][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

International Business {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20