



CORPORATE AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Basic Data

Module Title	International Human Resource Management				
Module Code	UMPCXJ-15-M	Level	M	Version	1
Owning Faculty	FBL	Field	HRM		
Contributes towards	MA International Human Resource Management				
UWE Credit Rating	15	ECTS Credit Rating	7.5	Module Type	Standard
Pre-requisites	None		Co- requisites	None	
Excluded Combinations			Module Entry requirements		
Valid From	September 2012		Valid to		

CAP Approval Date	28/3/12
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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 analyse the main theoretical and conceptual frameworks underpinning International HRM. (Component A) Critically assess the ways in which IHRM strategies, policies and practices contribute to organisational effectiveness. (Component A) Apply theory and key principles in IHRM to practice with full regard to the context. (Component A) Critically evaluate core concepts in HRM including people resourcing, reward, training and development and employee relations (Component A) Understand the contribution made by HRM specialists and the aims and objectives of the HRM function (Component A) Demonstrate an understanding of contemporary debates and trends in IHRM. (Component A) <p>In addition the educational experience may explore, develop, and practise but not formally discretely assess the following:</p> <ul style="list-style-type: none"> Independent learning, group work and skills associated with discussion and debate Personal organisation and study skills
Syllabus Outline	<ul style="list-style-type: none"> Strategic IHRM and the link between International HR strategy, policy and practice and organisational performance Managing HR across borders The role of the HR function in international organisations The contribution made by HR specialists in different types of organisations International recruitment and selection International Compensation International Performance management

	<ul style="list-style-type: none"> • Employee relations in an international context • Employee involvement • Training and developing employees • Contemporary debates in IHRM (eg restructuring, workforce reductions, working time) <p>Note: Country case studies (eg China, Eastern Europe, Africa) to be incorporated into each session</p>
Contact Hours/Scheduled Hours	Module delivery will be 3 hours of scheduled learning and teaching activities per week over a 12 week period.
Teaching and Learning Methods	<p>Teaching for this module comprises formal lectures supported by a range of participative activities, including group presentations, small group activities and case studies. Peer learning will be encouraged through activities designed to enable students to share experiences, especially in relation to the international representation of the group. Critical discussion of the lecture and reading materials will be expected and encouraged. A high level of discussion and participation will be expected from students during taught sessions.</p> <p>Learning comprises scheduled taught sessions (12 x 3 hours), which include the activities described above and independent learning, which includes hours engaged with essential reading, blended learning, case study preparation, assignment preparation and completion. These sessions constitute an average time of 150 hours.</p> <p>Students will be encouraged to use Blackboard to access resources, lecture notes, blended learning and further readings.</p> <p>Students will be directed towards the following study skills websites:</p> <ul style="list-style-type: none"> • The MySkills Study Skills website at http://www.uwe.ac.uk/library/resources/hub/ • 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
Reading Strategy*	<p>All students are expected to make full use of the print and electronic resources available to them through membership of the University. These include a range of electronic journals 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. Many resources can be accessed remotely. Support will be provided in developing the necessary information literacy and information technology skills necessary to access required materials.</p> <p>By necessity students will need to develop as autonomous learners and will be actively encouraged to develop information skills to enable them to identify, retrieve and evaluate relevant sources of information.</p> <p>Essential reading – The essential reading for this module is contained in the module handbook and on blackboard. This is potentially subject to change at short notice and students should not purchase any set text without guidance of the module tutor. Examples of essential reading for this module may include the following (although only one is expected to be purchased):</p> <p>Edwards, T. & Rees, C. (2011) <i>International Human Resource Management</i>:</p>

	<p><i>Globalization, National Systems and Multinational Companies (2nd ed)</i>, London, Prentice Hall</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>Harzing, A-W. and Van Ruysseveldt (eds.), (2011), <i>International Human Resource Management</i> (3rd ed.). Sage Publications.</p> <p>Scullion, H. and Linehan, M. (eds.), (2005), <i>International Human Resource Management</i></p> <p>Further reading – Students will be advised of further reading that is desirable and further develops knowledge and understanding of a specific topic. In addition, students will be encouraged to engage in independent research and wider reading in completion of the assessment for this module. Additional reading material will be made available to students during the course of the module via Blackboard. The essential and suggested readings provide a baseline of sources that students should go beyond in their assessment research.</p>
Indicative Reading List	See above

Part 3: Assessment		
Assessment Strategy	The assessment is designed to examine the capacity of students to take an integrative and critical approach to international HRM, with a particular focus on the application of policy and practice to the work context. Formative assessment occurs throughout the module in tutors' commentary on students' contributions as individuals or in groups. Summative assessment takes place at the end of the module and has one component, Component A, which is a three hour, unseen examination.	
Identify final assessment component and element	Component A - exam	
% weighting between components A and B (Standard modules only)	A:	B:
	100%	
First Sit		
Component A (controlled conditions) Description of each element	Element weighting	
1.Unseen exam	100%	
Component B Description of each element	Element weighting	
n/a		

Resit (further attendance at taught classes is not required)	
Component A (controlled conditions) Description of each element	Element weighting
1.Unseen exam	100%
Component B Description of each element	Element weighting
n/a	
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.	