



MODULE SPECIFICATION

Part 1: Information			
Module Title	International Human Resource Management		
Module Code	UMPCXJ-15-M	Level	Level 7
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business & Law	Field	Human Resource Management
Department	FBL Dept of Business & Management		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p>Educational Aims: In addition to the Learning Outcomes, the educational experience may explore, develop, and practise but not formally discretely assess the following:</p> <p>Independent learning, group work and skills associated with discussion and debate</p> <p>Personal organisation and study skills</p> <p>Outline Syllabus: Strategic IHRM and the link between International HR strategy, policy and practice and organisational performance</p> <p>Managing HR across borders</p> <p>The role of the HR function in international organisations</p> <p>The contribution made by HR specialists in different types of organisations</p> <p>International recruitment and selection</p> <p>International Compensation</p>

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<p>International Performance management</p> <p>Employee relations in an international context</p> <p>Employee involvement</p> <p>Training and developing employees</p> <p>Contemporary debates in IHRM (eg restructuring, workforce reductions, working time)</p> <p>Note: Country case studies (eg China, Eastern Europe, Africa) to be incorporated into each session</p> <p>Teaching and Learning Methods: Module delivery will be 3 hours of scheduled learning and teaching activities per week over a 12 week period.</p> <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> <p>The MySkills Study Skills website</p> <p>Skills4study (s4s) as part of the MySkills resource (Academic reading and note making; Critical thinking; Academic writing; Referencing and plagiarism)</p> <p>iSkillzone (workshops for information retrieval, referencing, evaluation skills and literature reviewing)</p> <p>Learn Higher</p>
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Part 3: Assessment

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, completed online in a 48 hour window.

First Sit Components	Final Assessment	Element weighting	Description
Examination (Online) - Component A	✓	100 %	Online exam with 3 hours within a 48 hour window for completion (non-proctored).
Resit Components	Final Assessment	Element weighting	Description
Examination (Online) - Component A	✓	100 %	Online exam with 3 hours within a 48 hour window for completion (non-proctored).

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Part 4: Teaching and Learning Methods																	
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Reading List	<p><i>The reading list for this module can be accessed via the following link:</i></p> <p>https://uwe.rl.talis.com/modules/umpcxj-15-m.html</p>																

Part 5: Contributes Towards	
<p>This module contributes towards the following programmes of study:</p> <p>Business with International Human Resource Management [Jan][FT][Frenchay][1yr] MSc 2020-21</p> <p>Human Resource Management (International) [Sep][FT][Frenchay][1yr] MSc 2020-21</p>	