



Module Specification

International Human Resource Management

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Part 1: Information

Module title: International Human Resource Management

Module code: UMPCXJ-15-M

Level: Level 7

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 discretely assess the following:

Independent learning, group work and skills associated with discussion and debate

Personal organisation and study skills

Outline syllabus: 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

Employee relations in an international context

Employee involvement

Training and developing employees

Contemporary debates in IHRM (eg restructuring, workforce reductions, working time)

Note: Country case studies (eg China, Eastern Europe, Africa) to be incorporated into each session

Part 3: Teaching and learning methods

Teaching and learning methods: Module delivery will be 3 hours of scheduled learning and teaching activities per week over a 12 week period.

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.

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.

Students will be encouraged to use Blackboard to access resources, lecture notes, blended learning and further readings.

Students will be directed towards the following study skills websites:

The MySkills Study Skills website

Skills4study (s4s) as part of the MySkills resource (Academic reading and note making; Critical thinking; Academic writing; Referencing and plagiarism)

iSkillzone (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 analyse the main theoretical and conceptual frameworks underpinning International HRM

MO2 Critically assess the ways in which IHRM strategies, policies and practices contribute to organisational effectiveness

MO3 Apply theory and key principles in IHRM to practice with full regard to the context

MO4 Critically evaluate core concepts in HRM including people resourcing, reward, training and development and employee relations

MO5 Understand the contribution made by HRM specialists and the aims and objectives of the HRM function

MO6 Demonstrate an understanding of contemporary debates and trends in IHRM

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 via the following link <https://uwe.rl.talis.com/modules/umpcxj-15-m.html>

Part 4: 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 task, Task A, which is a three hour, unseen examination, completed online in a 48 hour window.

Assessment components:**Examination (Online) (First Sit)**

Description: Online exam with 3 hours within a 48 hour window for completion (non-proctored).

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

Examination (Online) (Resit)

Description: Online exam with 3 hours within a 48 hour window for completion (non-proctored).

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

Part 5: Contributes towards

This module contributes towards the following programmes of study: