

**DEREE COLLEGE SYLLABUS FOR: MG 4120 INTERNATIONAL HUMAN RESOURCE
MANAGEMENT**

(Updated Fall 2021) **UK LEVEL: 6**
UK CREDITS:15
US CREDITS: 3/0/3

PREREQUISITES: MG 2003 Management Principles **or** MG 2014 Introduction to HRM

CATALOG DESCRIPTION: Analysis of International Human Resource Management (IHRM): issues and practices. Focus on international recruitment, selection, training, global talent management and performance management. International assignments: forms, compensation, benefits and taxes. Labor law and industrial relations in international and EU context.

RATIONALE: The internationalization of business has a significant impact on human resource management. As human capital may be the most important source of competitive advantage of a MNE, effective IHRM is critical to success in the global marketplace. By elaborating on concepts, principles and issues central to global recruitment, staffing, workforce planning and development, international assignments, compensation and benefits, industrial relations, and the legal aspects of HRM, this course equips students with knowledge and skills that can be applied in the international business environment.

LEARNING OUTCOMES: On successful completion of the course, the student should be able to:

1. Synthesize concepts and diverse perspectives pertaining to IHRM and the global HR function including global HR planning, assignee recruitment and selection, talent management, compensation and benefits.
2. Discuss the institutional, legal, ethical and regulatory context of IHRM and critically evaluate the HRM implications for an international organization.
3. Discuss the complexities associated with managing a global workforce and evaluate the influence of cultural and ethical issues on IHRM.

METHOD OF TEACHING AND LEARNING: In congruence with the learning and teaching strategy of the college, the following tools are used:

- Classes consist of lectures, discussions, case analysis, in-class projects and specialized video presentations.
- Office hours: students are encouraged to make full use of the office hours of their instructor, where they can ask questions, see their exam paper, and/or go over lecture material.
- Use of Blackboard, where instructors post lecture notes, online quizzes assignment instructions, required readings, timely announcements, as well as additional resources.

ASSESSMENT:

Summative:	
First Assessment Term project (group project, 4,000-4,500 words; peer assessment)	70%
Final Assessment	

	<table border="1" data-bbox="576 136 1323 178"> <tr> <td>Recorded Webinar on group project (group)</td> <td>30%</td> </tr> </table> <p>Formative:</p> <table border="1" data-bbox="576 241 1323 283"> <tr> <td>Case study analysis and in-class discussion</td> <td>0%</td> </tr> </table> <p>The formative test aims to prepare students for the summative assessments. The group project tests Learning Outcomes 1, 2, and 3. The final assessment tests Learning Outcomes 1, 2, and 3.</p> <p>Students are required to resit failed assessments in this module.</p>	Recorded Webinar on group project (group)	30%	Case study analysis and in-class discussion	0%
Recorded Webinar on group project (group)	30%				
Case study analysis and in-class discussion	0%				
INDICATIVE READING:	<p>REQUIRED READING:</p> <p>Reiche, S., Harzing, A., Tenzer, H. (2018) International Human Resource Management 5th edition, SAGE Publishing</p>				
	<p>RECOMMENDED READING:</p> <p>BOOKS</p> <p>Collings, D., Mellahi, K., & Cascio, W. (Eds.). (2017). The oxford handbook of talent management (First ed., Oxford handbooks) [First edition.]. Oxford, United Kingdom: Oxford University Press.</p> <p>Guo, Y., Rammal, H., & Dowling, P. (Eds.). (2016). Global talent management and staffing in mnes (First ed., International business and management, volume 32) [First edition.]. Bingley: Emerald.</p> <p>Knox, T. (2018). International human resource management: Policy and practice. New Orleans, LA, US: Wpa, White Press Academic.</p> <p>Lawler, E., III, Boudreau, J., & University of Southern California. Center for Effective Organizations. (2018). Human resource excellence: An assessment of strategies and trends. Stanford, California: Stanford Business Books, an imprint of Stanford University Press.</p> <p>Tjosvold, D., & Leung, K. (Eds.). (2016). Cross-cultural management: Foundations and future (Cross-cultural management series). London: Routledge.</p> <p>Zheng, C. (Ed.). (2016). International human resource management: Trends, practices and future directions (Business issues, competition and entrepreneurship). Hauppauge, New York: Nova Science</p> <p>ARTICLES</p> <p>Abeuova, D., & Muratbekova-Touron, M. (2019). Global talent management: Shaping the careers of internationally educated talents in developing markets. Thunderbird International Business Review, 61(6), 843-856.</p> <p>Ahmed, F., & Akram, S. (2016). International human resource management: Policies and practices for multinational enterprises. South Asian Journal of Management, 23(2).</p> <p>Beamond, M., Farndale, E., & Härtel, C. (2016). Mne translation of</p>				

corporate talent management strategies to subsidiaries in emerging economies. *Journal of World Business*, 51(4), 499-510. doi:10.1016/j.jwb.2016.01.002

Chaudhry, S., & Aldossari, M. (2019). Global talent management & its career implications: What does the talent want? *Academy of Management Proceedings*, 2019(1), 13270-13270.

Cooke, F.L., Dickmann M. & Parry, E. (2021) *IJHRM after 30 years: taking stock in times of COVID-19 and looking towards the future of HR research*, *The International Journal of Human Resource Management*, 32:1, 1-23, DOI: 10.1080/09585192.2020.1833070

Ereerdi, C., Nurgabdeshev, A., Kozhakhmet, S., Rofcanin Y. & Demirbag M. (2021). International HRM in the context of uncertainty and crisis: a systematic review of literature (2000–2018), *The International Journal of Human Resource Management*, DOI: 10.1080/09585192.2020.1863247

Fell, C., König, C., & Kammerhoff, J. (2016). Cross-cultural differences in the attitude toward applicants' faking in job interviews. *Journal of Business and Psychology*, 31(1), 65-85. doi:10.1007/s10869-015-9407-8

Gallardo-Gallardo, E., Thunnissen, M., & Scullion, H. (2017). Special issue of international journal of human resource management. a contextualized approach to talent management: Advancing the field. *The International Journal of Human Resource Management*, 1-4, 1-4. doi:10.1080/09585192.2016.1275292

Hack-Polay, D. (2020). Global South expatriates, homesickness and adjustment approaches. *Public Health Reviews* (2107-6952), 41(1), 1–20. <https://doi-org.acg.idm.oclc.org/10.1186/s40985-020-00122-9>

Hoyer, P. (2017). Global career mobility: Turning perpetual liminality into a source of stability. *Academy of Management Proceedings*, 2017(1), 10507-10507.

Khan, Z., Soundararajan, V., & Shoham, A. (2020). Global post-merger agility, transactive memory systems and human resource management practices. *Human Resource Management Review*, 30(1).

Kirk, S. (2016). Career capital in global kaleidoscope careers: The role of hrm. *International Journal of Human Resource Management*, 27(6), 681-697.

Marchington, M., & Kynighou, A. (2012). The dynamics of employee involvement and participation during turbulent times. *The International Journal of Human Resource Management*, 23 (16), 3336–3354. <https://doi.org/10.1080/09585192.2012.689161>

Poor, J., Machova, R., Bencsik, A., Juhasz, T., & Bilan, S. (2018). Knowledge management in human resource management: Foreign-owned subsidiaries' practices in four cee countries. *Journal of International Studies*, 11(3), 295-308. doi:10.14254/2071-8330.2018/11-3/23

Rode, J., Huang, X., & Flynn, B. (2016). A cross-cultural examination

	<p>of the relationships among human resource management practices and organisational commitment: An institutional collectivism perspective. <i>Human Resource Management Journal</i>, 26(4), 471-489.</p> <p>Tung, R. (2016). New perspectives on human resource management in a global context. <i>Journal of World Business</i>, 51(1), 142-152. doi:10.1016/j.jwb.2015.10.004</p> <p>Warner, M. (2017). International human resource management: Trends, practices and future directions. <i>Asia Pacific Business Review</i>, 23(5), 754-754.</p> <p>Van Harten, J., De Cuyper, N., Guest, D., Fugate, M., Knies, E., & Forrier, A. (2017). Special issue of international human resource management journal hrm and employability: An international perspective. <i>International Journal of Human Resource Management</i>, 28(19).</p> <p>Wood, G., Demirbag, M., Kwong, C., & Cooke, F. (2018). International journal of human resource management (ijhrm) special issue on: International human resource management in contexts of high uncertainties. <i>International Journal of Human Resource Management</i>, 29(7), 1365-1373. doi:10.1080/09585192.2018.1477547</p>
COMMUNICATION REQUIREMENTS:	Use of appropriate academic conventions as applicable in oral and written communications.
SOFTWARE REQUIREMENTS:	MS Office
WWW RESOURCES:	<p>www.ihrim.org www.shrm.org www.ipma-hr.org http://www.cipd.co.uk/default.cipd www.ilo.org http://www.etuc.org http://europa.eu/pol/socio/index_en.htm</p>
INDICATIVE CONTENT:	<p>PART A: The global context</p> <ol style="list-style-type: none"> 1. IHRM: basic concepts and definitions 2. Labor law and industrial relations in international and EU context 3. Institutional Theory. <p>PART B: The global HR function</p> <ol style="list-style-type: none"> 4. Global talent management and staffing in the multinational enterprise 5. Staffing with international assignees (IAs): expatriates, repatriates, inpatriates and other forms of IAs 6. Training and management development 7. Global compensation, benefits, and taxes 8. International employee performance management <p>PART C: Complexities in Managing Global Organizations</p> <ol style="list-style-type: none"> 9. Cross-border mergers and acquisitions, joint ventures and alliances vis-à-vis the tasks of IHRM 10. Culture and IHRM 11. Ethical issues in IHRM

