## BHR 3105 INTERNATIONAL HUMAN RESOURCES MANAGEMENT

**Short Description**

This course examines from both applied and theoretical perspectives the processes and systems associated with managing human resources across cultural boundaries, as in the case of multinational corporations. The course also examines practical issues such as: the selection, preparation, training and management of expatriates, host-country nationals and third-country nationals for international assignments, developing intercultural competence, managing cultural adaptation at the individual and system levels, and the HR processes involved in staffing joint venture partnerships.

**Course Objectives**

Students will get the general insight of global employment relations relating to:

1. developing a conceptual and practical understanding of how people differ across cultures, how these cultural differences impact on HR interactions, and how organisations can recognise and vitalize cultural differences
2. understanding a comparative international HRM systems and practices
3. Broadening environments in which HRM systems operate
4. The structure and role of Governments, agencies, employers and unions
5. HRM issues such as recruitment, selection, performance appraisal, and issues related to managing diversity across international settings.

**Learning outcomes**

On completion of this course, students should be able to:

* Integrate theory and practice, to apply techniques of efficient and effective management of human resources across national boarders.
* Explore the global approaches regarding recruitment, selection and other HRM related issues.
* Compare and contrast the broad environments in which the HR systems operate, apply human resource practices and policies globally.

**Intellectual, practical and transferable skills**

Students shall enhance their skills in teamwork, organisational analysis, problem solving and strategic thinking - through case studies and seminars.

**Teaching and learning pattern**

The method shall comprise lectures, collaborative work, independent study, and problem-based learning.

**Indicative content:**

The opening topics look at the diverse ways to conceptualize cross-national differences and challenges facing the management of people resource, especially in multinational firms. Other topics include: the role, nature and dimensions of culture, managing cultural differences, the dynamics of perceptions and actions of managers and subordinates; working with multi-cultural teams, managing cross-border conflicts, and global perspectives to leadership, motivation and decision making; HRM frameworks in developed and emerging economies; the selection, preparation, training and management of expatriates, host-country nationals and third-country nationals for international assignments; transferring HR management systems across cultural boundaries; the challenges of managing global careers, and corporate social responsibility challenges.

**Assessment Method**

The assessment method is structured to include coursework and final examination. Coursework consists of assignments, presentations and tests.

Course work assessment 30%

Final Examination 70%

100%

The minimum mark required to pass is 50%, this includes course work and final examination. Each course in the programme is allowed a maximum of three hours for final examination

**Indicative Sources**

1. Peter J. Dowling, Marion Festing, and Allen Engle (2007)[International Human Resource Management: Managing People in a Multinational Context](http://www.amazon.com/International-Human-Resource-Management-Multinational/dp/0324580347/ref=sr_1_1?ie=UTF8&s=books&qid=1248612027&sr=1-1)
2. Randall S. Schuler, Dennis R. Briscoe, and Lisbeth Claus (2008)[International Human Resource Management (Routledge Global Human Resource Management)](http://www.amazon.com/International-Resource-Management-Routledge-Global/dp/0415773504/ref=sr_1_2?ie=UTF8&s=books&qid=1248612027&sr=1-2)
3. Anne-Wil K Harzing and Joris Van Ruysseveldt (2003)[International Human Resource Management](http://www.amazon.com/International-Resource-Management-Anne-Wil-Harzing/dp/0761940405/ref=sr_1_3?ie=UTF8&s=books&qid=1248612027&sr=1-3)
4. M. Mendenhall ( 2006)[Reading and Cases in International Human Resource Management](http://www.amazon.com/Reading-Cases-International-Resource-Management/dp/0415396883/ref=sr_1_4?ie=UTF8&s=books&qid=1248612027&sr=1-4)
5. Tony Edwards and Chris Rees (2006)[International Human Resource Management: Globalization, National Systems & Multinational Companies](http://www.amazon.com/International-Human-Resource-Management-Globalization/dp/0273651773/ref=sr_1_6?ie=UTF8&s=books&qid=1248612027&sr=1-6)

Stephen J. Perkins and Susan M. Shortland (2006)[Strategic International Human Resource Management: Choices and Consequences in Multinational People Management](http://www.amazon.com/Strategic-International-Human-Resource-Management/dp/074944357X/ref=sr_1_7?ie=UTF8&s=books&qid=1248612027&sr=1-7)