

COURSE DESCRIPTION CARD

NOTE: If the course includes lectures and classes, the Course Description Card applies to both types of instruction.

1. Course title:
International Human Resource Management

2. Course code:
Number of ECTS credits: 4
Course completion mode: E
Course commenced / Year 2019-2020

3. Major: International Business

4. Department of major coordinator: Department of Consumption Research

5. Name of course instructor:
Classes Prof. Agata Austen, Ph.D.
Examiner Prof. Agata Austen, Ph.D.

6. Department of course instructor: Department of Human Resources Management

7. Number of contact hours with students:

Type of instruction	Full-time study	Part-time study
lectures		
classes	42	
foreign language classes		
lab classes		
seminars		
e-learning		
other		
Total hours	42	
examination (hours)		

8. Course timeframe - no. of semesters: 1

Course commencement / Year 2

Course commencement / Semester 2

9. Level of tertiary education: Master

10. Course status
 Compulsory for the major

11. Course prerequisites

Compulsory:
Recommended:

12. Course objectives:

To familiarize students with the notions of international human resources management in functional terms and with the tools used within the framework of individual HRM practices.

13. Teaching and learning methods:

A. Direct student-instructor contact:

No.	Teaching methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Case study	The analysis of case studies serves to illustrate problems related to IHRM	18	
2.	Discussion	Students in 4-5-person teams discuss problems related to organizational behavior.	10	
3.	Presentation	Teachers and students use the presentation method for mutual inspiration and knowledge sharing.	8	
4.	Interactive multimedia lecture	The lecture is conducted in an interactive way, involving students in the discussion.	6	
Total			AS:42	AN:

B. Self-study:

No.	Learning methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Cause-and-effect studies with the use of literature	Studies of obligatory and recommended literature and studies of notes from classes	20	
2.	Case studies	Students analyse several extensive case studies during the course	18	
3.	Analysis of source materials	Getting acquainted with source materials recommended by the instructor and indicated as obligatory	8	
4.	Analysis of notes from the course	Studies of course notes and verification of knowledge from case studies	12	
Total			BS:58	BN:

Total AS+BS = 100

Examination (E) =

Total AS+BS+E= 100

Total AN+BN =

Examination (E) =.....

Total AN+BN+E =

14. Key words: human resource management, organization, international business

15. Course content:

Concepts of human resources, human resources management and the specificity of international HRM

Cultural aspects in the context of international human resources management

Human resources management in strategic alliances

International human resources planning

Recruitment and selection of candidates for jobs in international companies

Socio-professional adaptation of newly recruited employees of the organisation

Evaluation of the effectiveness of human resources in international enterprises

Remuneration of people in international companies

Career and succession planning across national boundaries

Training and development of employees of multinational companies

Redundancies

Well-being employees of multinational corporations

16. Course learning outcomes as related to the learning outcomes of the major and methods for assessing student attainment

Intended learning outcomes of the major / Symbols	Intended learning outcomes of the course	Methods for assessing student learning outcomes	Documentation
<u>Knowledge</u>			
IB2_K06	The student knows and understands relations between economic entities such as enterprises, social entities, non-commercial organizations, considered in an international and multicultural context. The student has in-depth knowledge of norms and principles (legal, organizational, financial, professional, negotiation, moral and ethical) that determine the structures, management strategies and functioning of social institutions embedded in an international context.	Written test, discussion	Example tests, list of topics to be discussed
IB2_K08	The student knows and understands the principles, conditions, forms and legal conditions of conducting economic activity, including in particular activity on international markets, on the basis of knowledge of the theory of social sciences, organizational and management sciences embedded in an international context.	Written test, discussion	Example tests, list of topics to be discussed
<u>Skills</u>			
IB2_S04	The student can analyze and interpret systems of norms and rules (legal, professional, organizational, negotiation and ethical) adequate for culturally, socially, economically and legally conditioned decision-making situations in international business. The student is able to explain and use advanced management concepts during the discussion on emerging problems of international management. The student is able to propose and discuss innovative solutions to management problems in international business	Analysis of case studies, presentations	Example case studies, presentations
IB2_S10	The student is able to use knowledge about cultural diversity and its significance in the context of international social and economic relations by leading a team.	Analysis of case studies, presentations	Example case studies, presentations
<u>Social competences</u>			
IB2_C05	The student is ready for innovative thinking and acting in an entrepreneurial, responsive and proactive way. He/she recognizes and takes into account the consequences of decisions taken and actions taken by employees of various types of organizations, in different cultural conditions. The student is ready to interact, has the ability to adapt to the working group, takes on different team roles. He/she is able to play managerial roles - define tasks, define the scope of responsibility of subordinates for their implementation and control	Group work on case studies, group discussion	Example case studies, list of topics to be discussed in groups

	the implementation of objectives.		
IB2_C06	The student is ready for continuous professional development, improving professional achievements and maintaining the work ethos – he / she is aware of the value and importance of lifelong learning. The student is ready to support its co-workers in this area. He/she identifies, evaluates and solves problems and dilemmas related to professional work, can identify unethical, immoral and unprofessional aspects and act to ensure compliance with applicable legal and ethical norms. The student implements and uses various solutions to prevent negative phenomena in the work environment, also using critical thinking and design thinking.	Group work on case studies, group discussion	Example case studies, list of topics to be discussed in groups

17. Method for determining the final course grade:

No.	Methods for awarding credits and course completion requirements	Description	Percentage of the final course grade*
1.	Group work on the case study	Presentation of solutions for selected case studies as well as further discussion on the following questions	40
2.	Written examination without the use of manuals	Assessment of students knowledge	40
3.	Participation in classes	Assessment of students activity	20

* If students are required to obtain both a class grade and an exam grade, the class grade constitutes at least 30% of the final course grade.

18. Reading list

Mandatory readings:

Peter J. Dowling, Denice E. Welch: International human resource management: Managing people in multinational context . Wyd. Thomson Learning, Londyn, 2005.

Suggested readings:

Hugh Scullion, Margaret Linehan: International human resource management: A critical text . Wyd. Palgrave Macmillan, New York, 2005.

19. Language of instruction: English

20. Course instructors' recommendations: