

<b>ITEM</b>		
1. Title of subject	International Human Resource Management	
2. Subject code	DBA 210	
3. Status of subject	Compulsory	
4. Stage	Diploma	
5. Credit Hours	Three (3)	
6. Pre-requisite	None	
7. Assessment	30% Coursework 70% Final Examination	
8. Semester	Semester 6	
9. Objective of subject	To examine the candidate's knowledge and understanding of global human resource principles and techniques and their application in different cultures.	
10. Synopsis of subject	This subject covers the study of different human resources functions in an international context.	
11. Details of subject	Contents	Hours
Week 1	<p>Topic:</p> <ul style="list-style-type: none"> <li>• Differences Between Global And Domestic HRM</li> <li>- Aims of domestic HRM</li> <li>- Distinguish domestic and global HRM</li> </ul>	3
	<p>Learning Outcomes:</p> <p>On successful completion of the topic, students will be able to:</p> <ul style="list-style-type: none"> <li>▪ Explain the general differences between domestic and global HRM practices.</li> </ul>	
	<p>Activity:</p> <p>Lecture, Class Presentation, Discussion</p>	

	<p>Further reading for this lesson:                  Chapter 1 : Dowling, P., R. (2005). <u>International Human Resource Management</u>. International Thomson Publishing.</p>	
Week 2 & 3	<p>Topic:</p> <ul style="list-style-type: none"> <li>• The Significance of Culture in International HRM</li> <li>- Dimensions of national culture</li> <li>- Culture and management</li> <li>- Impact of culture on HRM practices</li> </ul> <p>Learning Outcomes:                  On successful completion of the topic, students will be able to:</p> <ul style="list-style-type: none"> <li>▪ Discuss the concept of national culture.</li> <li>▪ Predict the impact of national culture on HRM practices worldwide.</li> </ul> <p>Activity:                  Lecture, Class Presentation, Discussion</p> <p>Further reading for this lesson:                  Dowling &amp; Welch, Chapter 2.</p>	6
Week 4 & 5	<p>Topic:</p> <ul style="list-style-type: none"> <li>• Competences in International HRM</li> <li>- Concept of competence</li> <li>- Competences list</li> <li>- Competences for managers on international assignments</li> </ul> <p>Learning Outcomes:                  On successful completion of the topic, students will be able to:</p> <ul style="list-style-type: none"> <li>▪ Explain the concept of competence.</li> <li>▪ Apply the concept of competence to expatriate management.</li> </ul> <p>Activity:                  Lecture, Class Discussion</p> <p>Further reading for this lesson:                  Dowling &amp; Welch, Chapter 4.</p>	6
Week 6 & 7	<p>Topic:</p> <ul style="list-style-type: none"> <li>• The Transfer of Employees Internationally</li> <li>- Recruitment and transfer of staff internationally</li> <li>- Reasons for transferring staff abroad</li> <li>- The international transfer cycle</li> </ul>	6

	<p>Learning Outcomes: On successful completion of the topic, students will be able to:</p> <ul style="list-style-type: none"> <li>▪ Demonstrate the recruitment and selection process for expatriates.</li> <li>▪ Explain the transfer of employees on international assignments.</li> </ul> <p>Activity: Lecture, Class Discussion</p> <p>Further reading for this lesson: Dowling &amp; Welch, Chapter 3.</p>	
<p>Week 8 &amp; 9</p>	<p>Topic:</p> <ul style="list-style-type: none"> <li>• Training and Development Issues in an International Context</li> <li>- Training process</li> <li>- Competence based training</li> <li>- Differences between domestic training and international training</li> <li>- Training for expatriates</li> </ul> <p>Learning Outcomes: On successful completion of the topic, students will be able to:</p> <ul style="list-style-type: none"> <li>▪ Comprehend the global training and development process.</li> <li>▪ Use the concept of competence based training in organizations.</li> </ul> <p>Activity: Lecture, Class Discussion</p> <p>Further reading for this lesson: Dowling &amp; Welch, Chapter 5.</p>	<p>6</p>
<p>Week 10 &amp; 11</p>	<p>Topic:</p> <ul style="list-style-type: none"> <li>• Appraisal Criteria for International HRM</li> <li>- Defining appraisal</li> <li>- Disadvantages of conventional appraisal</li> <li>- Problems in international appraisal</li> <li>- Factors in appraising expatriates</li> </ul> <p>Learning Outcomes: On successful completion of the topic, students will be able to:</p> <ul style="list-style-type: none"> <li>▪ Demonstrate the international performance appraisal process.</li> <li>▪ Explain the criteria used for the assessment of expatriate managers.</li> </ul> <p>Activity: Lecture, Class Discussion</p>	<p>6</p>

	Further reading for this lesson: Dowling & Welch, Chapter 4.		
Week 12 & 13	Topic: <ul style="list-style-type: none"> <li>• Compensation in International Organizations</li> <li>- Compensation strategy in global HRM</li> <li>- Objectives of compensation policy</li> <li>- Compensation for expatriates</li> <li>- Future responses in global compensation</li> </ul>		6
	Learning Outcomes: On successful completion of the topic, students will be able to: <ul style="list-style-type: none"> <li>▪ Discuss the compensation management process.</li> <li>▪ Demonstrate the objectives of compensation management in the global context.</li> </ul>		
	Activity: Lecture, Class Discussion		
	Further reading for this lesson: Dowling & Welch, Chapter 6.		
Week 14	Topic: <ul style="list-style-type: none"> <li>• Labour Relations Management</li> <li>- Comparative industrial relations</li> <li>- Types of unions</li> <li>- Social dumping</li> </ul>		3
	Learning Outcomes: On successful completion of the topic, students will be able to: <ul style="list-style-type: none"> <li>▪ Explain the different types of trade unions.</li> <li>▪ Compare the industrial relations systems in different countries.</li> </ul>		
	Activity: Lecture, Class Discussion		
	Further reading for this lesson: Dowling & Welch, Chapter 8.		
	Total		42
12. Text	Compulsory	Dowling, P. J., & Welch, D. E. (2005). <i>International Human Resource Management</i> . International Thomson Publishing.	

	Reference	<ol style="list-style-type: none"><li>(1) Beardwell, I., &amp; Holden, L. (2000). <i>Human Resource Management: A Contemporary Approach</i> (3<sup>rd</sup>.ed). Prentice Hall.</li><li>(2) Torrington, D., Hall, L., &amp; Taylor, S. (2002). <i>Human Resource Management</i> (5<sup>th</sup> ed.). UK: Financial Times/ Prentice Hall.</li><li>(3) Hofstede, G. J. (1991). <i>Culture and Organizations – Software of the Mind</i>. London: McGraw Hill UK.</li></ol>
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