

NO.	TITLE		
1.	Subject	<b>International Human Resource Management</b>	
2.	Subject Code	DHRM 701	
3.	Status	Major	
4.	Credit Hours	3	
5.	Semester	Semester 7, Year 3	
6.	Objectives	To examine the candidate's knowledge and understanding of global human resource principles and techniques and their application in different cultures.	
7.	Learning Outcome	<p>Upon successfully completing this course, the candidates should be able to:</p> <ul style="list-style-type: none"> <li>- understand the human resources management in global context;</li> <li>- understand the international issues relating to manpower;</li> <li>- understand the process of human resource function internationally.</li> </ul>	
8.	Synopsis	This module introduces various issues in international human resource management. The application of different functions of human resource management in multinational organisations is discussed.	
9.	Syllabus and Contact Hours	Syllabus	Contact Hours
		<u>WEEK 1</u> <b>1. Differences between Global and Domestic HRM</b> <ul style="list-style-type: none"> <li>- Aims of domestic HRM</li> <li>- Distinguish domestic and global HRM</li> </ul>	3
		<u>WEEK 2-3</u> <b>2. The Significance of Culture in International HRM</b> <ul style="list-style-type: none"> <li>- Dimensions of national culture</li> <li>- Culture and management</li> <li>- Impact of culture on HRM practices</li> </ul>	6
		<u>WEEK 4-5</u> <b>3. Competencies in International HRM</b> <ul style="list-style-type: none"> <li>- Concept of competence</li> <li>- Competency list</li> <li>- Competencies for managers on international assignments</li> </ul>	6
		<u>WEEK 6-7</u> <b>4. The Transfer of Employees Internationally</b> <ul style="list-style-type: none"> <li>- Recruitment and transfer of staff internationally</li> <li>- Reasons for transferring staff abroad</li> <li>- The international transfer cycle</li> </ul>	6
		<u>WEEK 8-9</u>	6

		<p><b>5. Training and Development Issues in an International Context</b></p> <ul style="list-style-type: none"> <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><u>WEEK 10-11</u></p> <p><b>6. Appraisal Criteria for International HRM</b></p> <ul style="list-style-type: none"> <li>- Defining appraisal</li> <li>- Disadvantages of conventional appraisal</li> <li>- Problems in international appraisal</li> <li>- Factors in appraising expatriates</li> </ul> <p><u>WEEK 12-13</u></p> <p><b>7. Compensation in International Organisations</b></p> <ul style="list-style-type: none"> <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> <p><u>WEEK 14</u></p> <p><b>8. Labour Relations Management</b></p> <ul style="list-style-type: none"> <li>- Comparative industrial relations</li> <li>- Types of unions</li> <li>- Social dumping</li> </ul>	6
			6
			3
		<b>TOTAL</b>	<b>42</b>
10.	Main Reference	Dowling, P. J., Welch, D. E., & Schuler, R. S. (1999). <i>International Human Resource Management</i> . International Thomson Publishing.	
11.	Additional Reference	<p>Beardwell, I., &amp; Holden, L. (2003). <i>Human Resource Management: A Contemporary Approach</i> (4<sup>th</sup> ed.). London: FT Prentice Hall.</p> <p>Torrington, D., Hall, L., &amp; Taylor, S. (2002). <i>Human Resource Management</i>. UK: Prentice Hall.</p> <p>Hofstede, G. (1991). <i>Cultures and Organizations: Software of the Mind</i>. UK: McGraw Hill.</p>	

NO.	TITLE	
1.	Subject	<b>Introduction to Statistics</b>
2.	Subject Code	DHRM 703
3.	Status	Major
4.	Credit Hours	3
5.	Semester	Semester 7, Year 3

6.	Objectives	To examine the candidate's knowledge and understanding of: <ul style="list-style-type: none"> <li>- Statistical sources and techniques</li> <li>- The nature and methods of data processing and his ability to apply these to practical business situations</li> </ul>	
7.	Learning Outcome	At the end of the course, the students should be able to: <ul style="list-style-type: none"> <li>- distinguish statistical sources such as primary and secondary data;</li> <li>- apply the basic concepts of statistics in practical business Situation.</li> </ul>	
8.	Synopsis	Discussion on various statistical models relating to business applications.	
9.	Syllabus and Contact Hours	Syllabus	Contact Hours
		<b>1. Introductory</b> <ul style="list-style-type: none"> <li>- Nature of statistics; underlying principles, measurement accuracy and approximation.</li> </ul>	4
		<b>2. Statistical Sources</b> <ul style="list-style-type: none"> <li>- Collection of data</li> <li>- Secondary data official sources</li> </ul>	2
		<b>3. Statistical Presentation</b> <ul style="list-style-type: none"> <li>- Tables, graphs and charts</li> </ul>	4
		<b>4. Statistical Description</b> <ul style="list-style-type: none"> <li>- Averages: mean, median, mode</li> <li>- Dispersion : range, mean deviation, quartile deviation, standard deviation.</li> <li>- Skewness</li> </ul>	8
		<b>5. Analysis of Change</b> <ul style="list-style-type: none"> <li>- Time series analysis</li> <li>- Index numbers</li> <li>- Rate of change charts</li> </ul>	8
		<b>6. Analysis of Relationship</b> <ul style="list-style-type: none"> <li>- Scatter diagrams</li> <li>- Regression</li> <li>- Correlation</li> </ul>	8
		<b>7. Statistical Inference</b> Probability and probability distributions Sampling Tests of significance	8
		<b>TOTAL</b>	<b>42</b>
10.	Main Reference	Friend, D. V. (1980). <i>How to Pass Examinations in Statistics</i> . London: Cassell.	
11.	Additional Reference	Gregory, D., & Ward, H. (1978). <i>Statistics for Business</i> .	

		London: McGraw Hill.
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