

MODULE DATA

MODULE TITLE		Global Human Resource Management			
MODULE LEVEL		7			
MODULE CREDIT POINTS		15			
SI MODULE CODE (if known)		25-7D19-00S			
MODULE JACS CODE		N600			
SUBJECT GROUP		SG-44013 - Organisational Behaviour & Human Resource Mgmt-SBS			
MODULE DELIVERY PATTERN (✓ as applicable or give dates for non-standard delivery) NB "Semester 3" ends on 31 July each year					
LONG (2 semesters)		SHORT (1 semester)		NON-STANDARD DELIVERY	
Sem 1 & 2		Sem 1	✓	Start Date	
Sem 2 & 3		Sem 2	✓	End Date	
		Sem 3			
MODULE ASSESSMENT PATTERN (✓ as applicable - also complete Table A, Section 5, below)					
Single Module Mark with Overall Module Pass Mark of 40%					✓
Single Module Mark - Pass/Fail only					
Up to Three Assessment Tasks with Pass Mark of 40% for each Task and Overall Module Pass Mark of 40%					
Up to Three Assessment Tasks - Pass/Fail only					
Other - if choosing "Other" please give further details of assessment pattern in the blank space below. <i>"Other" should be chosen where, for example, a PSRB has specified an overall Module Pass Mark of higher than 40% - if so, give details below and specify higher pass mark. Or, eg, where PSRB has specified an Individual Task Pass Mark of higher than 40% give details in space below and complete final column in Table A, Section 5)</i>					
Overall Module Pass Mark if other than 40% (subject to approval)					%
MODULE INFORMATION (✓ as applicable - also complete Table A, Section 5)					
Is a timetabled examination required for the assessment of this module?					
Is a timetabled examination required for the reassessment of this module?					
Is the module delivered wholly by Distance Learning (i.e. not timetabled at SHU)					
Are any staff who are responsible for teaching on this module non-SHU employees?					
MODULE STATUS (✓ as applicable to status of module in the context of current proposal)					
Unchanged: an existing module, presented as unchanged from previous years					✓
Modified: an existing module being modified as a result of this validation, e.g. changes to delivery or assessment pattern, title, credit weighting etc					
New: new module to be approved through current validation process					
If status is 'Modified', please give date when modified version is to be available from				Modified Version Available from N/A	
Breakdown of notional study hours by type (Typically requires 10 hours of notional study time for 1 CATS credit)		Tutor-Led (Contact Hours)	Tutor-Directed Study	Self-Directed Study	TOTAL STUDY HOURS for this Module
		36		114	150
OTHER COURSES FEATURING THIS MODULE (please list below)					
MSc Managing Global Business					
MSc International Business Management					

1 AIM OF THIS MODULE

The broad aim of the module is to introduce students to Human Resource Management and the challenges of managing people in a global context. This might involve managing people across borders when companies expand beyond their domestic markets, or it might involve managing a diverse workforce as people move around regions or around the world in search of employment. The emphasis will be on enabling the students to research aspects of the global environment as it impacts on the management of people. Also, as the students will belong to many different nationalities, they will be used as a resource for identifying and discussing HR issues in different national contexts.

The specific educational aims are to:

- Learn how to investigate the characteristics of different national labour markets and other environmental factors which impact on the management of people
- Develop specialised knowledge of different aspects of Human Resource Management as it is practiced in an international context
- Evaluate and synthesise current research in a particular area of topical interest
- Develop the ability to learn independently and in cross-cultural teams
- Build oral and written communication skills, appropriate to masters level study

2 BY ENGAGING SUCCESSFULLY WITH THIS MODULE YOU WILL BE ABLE TO

1. Collect, use, interpret and evaluate secondary data and literature relevant to the management of people
2. Analyse and evaluate features of national business environments and identify implications for the management of people
3. Apply and evaluate a range of theories, concepts and approaches relevant to the management of people in an international context
4. Synthesise and evaluate current research and provide a critical account of a contemporary issue in global HRM
5. Design and deliver a presentation based on an investigation
6. Work effectively in cross-cultural groups

3 THESE ARE EXAMPLES OF THE CONTENT OF THE MODULE

- The impact of different national environments on the management of people: this includes the labour market, political context/government policy, employment legislation, social, cultural and economic factors.
- The debate about convergence and divergence in management approaches: this includes exploring evidence about cultural difference and its impact on management practices.
- Methods for analysing and evaluating aspects of national environments which impact on the management of people: this includes developing investigative frameworks, selection of appropriate data and literature sources and use and interpretation of data/literature
- A range of theory, evidence and practice relating to the management of people in different countries: this includes approaches and perspectives on human resource strategy, resourcing the organisation, rewarding and motivating people, developing people and employee relations.
- Research into a range of contemporary issues in the field of global HRM: examples include managing diversity, managing change, impact of technology, work-life balance, corporate social responsibility, leadership, expatriate failure and employee participation.

4 THESE ARE THE MAIN WAYS YOU WILL BE SUPPORTED IN YOUR LEARNING TO ACHIEVE THESE OUTCOMES

The approach to teaching and learning takes account of the students' lack of prior knowledge about Human Resource Management and the need to introduce them to the skills needed to study at masters level. There will be a core of lectures, supported with learning materials, intended to provide students with a framework of knowledge around which they will be encouraged to read and develop their own learning. The lectures will be supported with workshops/seminars which will provide an opportunity to apply some of the concepts and theories introduced in the lectures and to explore and debate contemporary issues. The workshops/seminars will provide an active learning environment which will include discussion, debate, analysis of case studies, critique of articles, practical tasks and student-led presentations. Most of the seminar activities will be directly related to the assignment tasks.

Students will have the opportunity to work in cross-cultural groups on tasks related to the assignments. They will also be invited to attend both one-to-one and group tutorials to discuss their coursework (both completed and work in progress).

5 THESE ARE THE WAYS THAT WILL BE USED TO ENABLE YOU TO DEMONSTRATE YOU HAVE MET THE LEARNING OUTCOMES

You will be given formative feedback (to tell you how you are progressing) throughout the semester. Summative assessment will be through the group presentation and assignment.

Feedback will be provided in written form and will include narrative comments and completion of a matrix (see below) which identifies performance against learning outcomes.

TABLE A: ASSESSMENT TASK INFORMATION

ASSESSMENT TASK	% weighting of overall module mark	Duration of task / word count / length of exam	In-module retrieval available?	Individual task pass mark ONLY IF OVER 40%**
Group work with group presentation	30%		No	
Individual essay	70%	3,500 words	No	

6 THIS IS HOW YOU WILL BE GIVEN FEEDBACK ON YOUR PERFORMANCE

You will be given written feedback on both the group presentation and the individual paper about three weeks after the submission of the written paper for the second assignment.

7 THESE ARE EXAMPLES OF THE KEY LEARNING RESOURCES YOU WILL USE

Students will be expected to make use of a range of resources including textbooks, peer refereed articles, periodicals, reports, newspapers, national and international statistical collections and websites. They will be introduced to a paper which shows them how to search for country information using the library's resources - both hard copy and electronic databases. All of these resources are important in conducting research into national HR environments and topical issues in HRM; students are coached in how to do this throughout the module.

The module is supported by blackboard which is used to store all of the main documents and resources which relate to the module.

FINAL TASK

According to the Assessment Strategy shown in the Module Descriptor, which task will be the LAST TASK to be taken or handed-in? (Give task number as shown in the Assessment Strategy)	Task No. 2
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MODULE REFERRAL STRATEGY

Task for Task (as shown for initial assessment strategy)	Y
Single Referral Package for All Referred Students	N

REVISIONS

Date	Reason
July 2012	Assessment Framework review