

TITLE	International Strategies for Human Resource Management
SI MODULE CODE	44-7785-00S
CREDITS	15
LEVEL	7
JACS CODE	N600
SUBJECT GROUP	OB/HRM
DEPARTMENT	Management
MODULE LEADER	Godfrey Craik

MODULE STUDY HOURS (based on 10 hours per credit)*			
Scheduled Learning and Teaching Activities	Placement (if applicable)	Independent Guided Study	Total Number of Study Hours
30	NA	120	150

MODULE AIM

The aim of the module is to raise students' awareness of how they can contribute to management decision-making and strategic HR policy-making in an international and comparative contextual environment. The module focusses on how international strategies for HRM impact on employment, resourcing and management development issues in a complex global environment and explores the impact of political, social and economic change on HRM in both mature and emergent economies.

MODULE LEARNING OUTCOMES

By engaging successfully with this module a student will be able to;

- Critically evaluate human resource management strategies from both an international and comparative perspective;
- Apply critical thinking in a practical way to analysing a range of case studies in the field of international HRM;
- Develop and apply a range of international HR strategies that reflect the changing context of political, economic and social factors on employment issues;
- Demonstrate the capability to carry out research in the discipline of international human resource management.

INDICATIVE CONTENT

- Researching the global business and social environment;
- Strategic HRM and the International Context;
- Employment & Resourcing in a Global Context;
- Labour market analysis in different country contexts - implications of this for HR strategy, policy and practice;
- Managing performance and reward;
- Culture change management;
- Cross border merger & acquisitions;
- International management development
- Ethics and Corporate Social Responsibility
- International HRM in emergent economies.

LEARNING, TEACHING AND ASSESSMENT - STRATEGY AND METHODS

Students will be supported in their learning, to achieve the above outcomes, in the following ways;

- Through taught sessions which introduce the concepts, theories and research in the field of international HRM
- Through tutor facilitated seminars providing the opportunity for student work groups to present their research ideas, develop the tools and techniques for delivery, explore theories and research and critique the work in the development phase of the assessment;
- Through the E-Learning platform (Blackboard), which provides research linked resources, opportunities for interaction and discussion via forums.
- Through using practitioners and guest speakers designed to provide knowledge and demonstrate the usefulness of a range of strategies and policies;
- Student facilitated learning forums to develop help develop learner autonomy and intra-dependent learning;
- By providing support and feedback at a number of points during the module to ensure students are maximising their learning through reflective practice

ASSESSMENT TASK INFORMATION

The assessment is based on an enquiry-based methodology which requires student to carry out independent research in a specific country context.

Task No.*	Short Description of Task	SI Code EX/CW/PR	Task Weighting %	Word Count or Exam Duration**	In-module retrieval available
1	A research focussed assignment	CW	100	4000	N

FEEDBACK

Students will receive feedback on their performance in the following ways:

- In classroom discussion with tutors and peers based on a critical analysis and review of the literature, research and case study materials;
- Through oral feedback from tutors and peers on the research proposals;
- In self-managed learning forums designed to help students explore and discuss their research;
- Through the use of discussion boards via blackboard to disseminate research in the field;
- By using formative feedback and the marking grid to help with improving academic research capability and writing skills with accordance with the university timescales for providing feedback.

LEARNING RESOURCES FOR THIS MODULE (INCLUDING READING LISTS)

Students will be expected to utilise the research databases which are identified in the module guide to help in their research to identify the research objectives for the assignment.

Brewster, C [et al] 2011 International human resource management; CIPD London 3rd ed.

Boxall P, & Purcell J, [2011] Strategy and human resource management; Palgrave Macmillan 3rd ed.

Browaeys M J, & Price R, [2011] Understanding Cross-cultural Management; FT Prentice Hall 2nd ed.

Edwards T, & Rees C, [2006] International Human Resource Management; FT Prentice Hall

Harzing A W, & Pinnington A H, [2011] International Human Resource Management; Sage

Lucas R, Lupton B, & Mathieson H, [2006] Human resource management in an International Context; CIPD

Perkins S J, & Shortland S M, [2006] Strategic International Human Resource Management: Choices and consequences in multinational people management; Kogan Page 2nd ed.

Scullion H, & Lineham M, [2005] International human resource management: A Critical Text; Palgrave Macmillan

SECTION 2 MODULE INFORMATION FOR STAFF ONLY

MODULE DELIVERY AND ASSESSMENT MANAGEMENT INFORMATION

MODULE STATUS - INDICATE IF ANY CHANGES BEING MADE

NEW MODULE	Y
EXISTING MODULE - NO CHANGE	N
Title Change	N
Level Change	N
Credit Change	N
Assessment Pattern Change	N
Change to Delivery Pattern	N
Date the changes (or new module) will be implemented	01/2014

MODULE DELIVERY PATTERN - Give details of the start and end dates for each module. If the course has more than one intake, for example, September and January, please give details of the module start and end dates for each intake.

	Module Begins	Module Ends
Course Intake 1	January 2014	May 2014
Course Intake 2	September 2014	December 2014
Course Intake 3	DD/MM/YYYY	DD/MM/YYYY

Is timetabled contact time required for this module?	Y
Are any staff teaching on this module non-SHU employees?	N
If yes, please give details of the employer institution(s) below	
What proportion of the module is taught by these non-SHU staff, expressed as a percentage?	

MODULE ASSESSMENT INFORMATION

Indicate how the module will be marked	
*Overall PERCENTAGE Mark of 40%	Y
*Overall PASS / FAIL Grade	N

*Choose one only – module cannot include both percentage mark and pass/fail graded tasks

SUB-TASKS

Will any sub-tasks (activities) be used as part of the assessment strategy for this module?	N
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If sub-tasks / activities are to be used this must be approved within the Faculty prior to approval. Sub-task / activity marks will be recorded locally and extenuating circumstances, extensions, referrals and deferrals will not apply to sub-tasks / activities.

FINAL TASK

According to the Assessment Information 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 Information Grid in Section 1 of the Descriptor)	Task No. 1
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NON-STANDARD ASSESSMENT PATTERNS

MARK 'X' IN BOX IF MODULE ASSESSMENT PATTERN IS NON STANDARD, eg MODEL B, ALL TASKS MUST BE PASSED AT 40%. NB: Non-standard assessment patterns are subject to faculty agreement and approval by Registry Services - see guidance. notes.	
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