

MODULE DESCRIPTOR

MODULE TITLE	Perspectives on International HRM		
Module Code	44-7995-00S		
Level	7		
Credit Points	15		
Indicative Assessment Components & Percentage Weightings	25% coursework 75% coursework		
Pre-Requisite Modules (if applicable)			
Delivered according to Standard Academic Calendar	Long: 2 semesters	Short: 1 semester	Other delivery pattern:
YES	YES	YES	Block

1 MODULE AIMS

The broad aim of the module is to raise students' awareness of how they can contribute to management decision-making and HR policy-making in an environment increasingly characterised by workforce diversity. International HRM is conceived in this module to encompass comparative HRM, managing people in organisations which operate outside their domestic boundaries, managing diverse people in a domestic situation (both due to historical and current movements of people around the globe) and managing people in a domestic situation which takes account of international influences (eg international labour law, management approaches from other countries). In addition, the module aims to balance an understanding of the mechanisms through which some groups of people may be disadvantaged in the labour market with the capability to use business case arguments and HR interventions to manage diversity in a positive way.

2 MODULE LEARNING OUTCOMES BY THE END OF THE MODULE YOU WILL BE ABLE TO

1. Conduct research into aspects of the business and social environment which impact on the management of people in different countries
2. Develop and enhance management policy and practice by learning about and evaluating HR approaches in other countries
3. Develop HR strategy and policy to support organisations which operate in more than one country
4. Critically evaluate the processes that lead to the disadvantage and exploitation of some groups of employees, both in a domestic and international context
5. Make a case for using a range of moral, legal and business methods to overcome disadvantage and maximise the performance of a diverse workforce

6. Synthesise and evaluate current research into a contemporary issue in human resource management which has an international/diversity perspective
7. Design and deliver a presentation

3 INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

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.

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.

The module is assessed by two pieces of coursework carried out individually. This will be based on an investigation into a contemporary issue in human resource management which has an international/diversity perspective. The first task is a research proposal, the second task is the final written paper.

4 INDICATIVE MODULE CONTENTS / TOPICS

- The global business and social environment and how to research it
- Labour market analysis in different country contexts - implications of this for HR strategy, policy and practice
- Flexible working from an international perspective
- Different (national or regional) models of HRM
- Strategic models of international HR development
- National (related to other levels of) culture and its relationship with HR practice
- The processes of discrimination/exploitation and the implications for employee morale, organisational performance and social welfare
- The construction of social identity
- Different approaches/models for tackling disadvantage in different country contexts (equal opportunity, positive action and discrimination, affirmative action, legislation, diversity management, ILO initiatives)
- Behaviour and performance of diverse teams
- Contemporary issues in the field of diversity and international HRM

ASSESSMENT STRATEGY AND METHODS

Task No.	<u>TASK DESCRIPTION</u>	SI Code	Task Weighting %	Word Count / Duration	In-module retrieval available
1	Research Proposal	CW	25%	1250 words	No
2	Assignment	CW	75%	3000 words	No

FURTHER INFORMATION ABOUT THIS MODULE

- FURTHER / ADDITIONAL INFORMATION IS AVAILABLE TO SUPPORT THIS MODULE, INCLUDING ASSESSMENT CRITERIA DETAILING HOW YOUR PERFORMANCE IN THE MODULE WILL BE MEASURED, HOW YOU WILL RECEIVE FEEDBACK, DETAILS OF LEARNING RESOURCES AND KEY READINGS
- THIS INFORMATION CAN BE FOUND IN
 - *The course handbook*
 - *The module handbook*
 - *The Blackboard site for the course*
 - *Assessment briefs*
- NOTE THAT THIS ADDITIONAL INFORMATION MAY BE SUBJECT TO CHANGE FROM YEAR TO YEAR

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

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