

H9INTHR: International HRM

Module Code:	H9INTHR
Long Title	International HRM APPROVED
Title	International HRM
Module Level:	LEVEL 9
EQF Level:	7
EHEA Level:	Second Cycle
Credits:	5
Module Coordinator:	COLETTE DARCY
Module Author:	COLETTE DARCY
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Identify the strategic human resources management issues within the international context.
LO2	Investigate the significance of globalisation for both international business and HRM.
LO3	Critically evaluate the impact of different national Cultural contexts of International HRM and the challenges confronting IHR managers in staffing international assignments.
LO4	Critically assess the impact of the organisational context on International HRM; the various organisational structures adopted by MNEs, managing performance, training and developing of expatriates, teams and global leaders.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements.

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Module Content & Assessment			
Indicative Content			
Strategic IHRM Impact of external and internal contexts on IHRM practices. Crisis management Health and Safety of business travellers. Global HR Challenges. Global HR support services.			
Globalisation The drivers of globalisation. The extent of international business. Globalisation of HRM - its extent and importance to business. The role of HRM in sustaining international business activity.			
Managing cultural differences Impact of national culture on HRM practices. Managing a cross-cultural organisation.			
Structure and Strategy Organisational structures of global firms. Choices for entry into international markets. HR implications of cross border alliances, acquisitions and wholly owned subsidiaries. business Role of culture in strategic choice.			
Staffing International Operations Global staffing. Focus on international assignees. Global talent management Staffing choices – geocentric polycentric, regiocentric, ethnocentric. Function and roles of expatriates. Reasons for international assignments. Expatriate failure Selection criteria in IHRM.			
MNE Performance Management Constraints affecting goal attainment of foreign subsidiaries. Managing individual expatriate performance. The role of culture in the design and implementation of international performance management systems. Standardisation versus localisation of international performance management systems			
International Training and Development Training expatriates Global organisational learning and T & D Cross cultural issues in T & D. The global mindset. Developing global leaders. Developing international teams through international assignments.			
Assessment Breakdown			%
Coursework			100.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Continuous Assessment	% of total:	100
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: A written project covering all learning outcomes submitted on module completion. Learners will be expected to show evidence of outside reading and marks will be awarded for depth of reflection and comprehensiveness of plan for future development.			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
Coursework Only <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>			
Reassessment Description Repeat Assessment is re-submission of written project. One re-submission attempt allowed.			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Classroom and demonstrations	24	Per Semester	2.00
Directed Learning	Directed e-learning	4	Per Semester	0.33
Independent Learning	Independent learning	97	Per Semester	8.08
Total Weekly Contact Hours				2.33

Module Resources	
<i>Recommended Book Resources</i>	
Dowling, Festing and Engle. (2017), International Human Resource Management, 7Th Edition. Cengage Learning EMEA. Reiche, Harzing, Tenzer. (2018), International Human Resource Management, Fifth edition. SAGE Publications. Christopher Brewster, Elizabeth Houldsworth, Paul Sparrow, Guy Vernon. (2017), International Human Resource Management.	
<i>Supplementary Book Resources</i>	
Ibraiz Tarique , Dennis R. Briscoe , Randall S. Schuler. (2022), International Human Resource Management: Policies and Practices for Multinational Enterprises 6th edition (Global HRM), Routledge. Rees, G. and Smith, P.E. (2017), Strategic human resource management: an international perspective, 2nd ed. Sage Publishing.	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	