

<b>Module code:</b> MOD003471	<b>Version:</b> 3 <b>Date Amended:</b> 07/Jan/2016
-------------------------------	--

<b>1. Module Title</b>
International Human Resource Management

<b>2a. Module Leader</b>	<b>2b. Department</b>	<b>2c. Faculty</b>
Null	Department of Leadership and Management	Lord Ashcroft International Business School

<b>3a. Level</b>	<b>3b. Module Type</b>
7	Standard (fine graded)

<b>4a. Credits</b>	<b>4b. Study Hours</b>
15	150

<b>5. Restrictions</b>			
<b>Type</b>	<b>Module Code</b>	<b>Module Name</b>	<b>Condition</b>
<b>Type</b>	<b>Module Code</b>	<b>Module Name</b>	<b>Condition</b>
Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
<b>Courses to which this module is restricted:</b>			

**LEARNING, TEACHING AND ASSESSMENT INFORMATION**

<b>6a. Module Description</b>
This module encourages the manager (current or future) to recognise the role played by Human Resource Management in the effectiveness of the organisation nationally, internationally and globally. It explores the range of HRM functions and practices and the location of the responsibility for such activities within the management hierarchy. The role that managers need to play in the application of strategic HRM in supporting the development of corporate strategy is identified. The importance of effective HRM in the management of change and organisational development is analysed as is the process of globalisation and the management of human resources in different organisational and national cultures. This module is assessed through a 3 hour examination.

<b>6b. Outline Content</b>
-The theoretical basis of HRM and International HRM -HRM functions, practices and their contribution to organisational effectiveness and competitive advantage -Specialist HRM and line management responsibilities and relationships, nationally, internationally and globally -Strategic HRM and corporate strategy in an international environment -HRM, change management and organisational development in a range of national cultures -HRM interventions in managing the employment relationship in a range of national cultures -Globalisation and human resource management in different organisational and national cultures

<b>6c. Key Texts/Literature</b>
Beardwell I, Claydon T. (2010) Human Resource Management: A Contemporary Approach,(6th Edition) FT/Prentice Hall Armstrong M. (2010) A Handbook of HRM Practice, 11th edn, Kogan Page Armstrong M. (2008) Strategic HRM: a Guide to Action, 4th edn, Kogan Page Harris H., Brewster C. and Sparrow P. (2003) International Human Resource Management, CIPD Harris I, Watson T and Leopold J.W. (2009) The Strategic Managing of Human Resources, (2nd edition) FT/Pitman Redman T., Wilkinson A. (2009) Contemporary Human Resource Management, 3rd edn, FT/Prentice Hall Sparrow P., Brewster C. and Harris H. (2004) Globalizing Human Resource Management: Tracking the Business Role of International HR Specialists, Routledge Global HRM Journals Employee Relations Human Resource Management Journal Electronic journals and management databases such as Emerald and Business Source Premier via library website HR and related websites
<i>Last Updated: 03/08/2009</i>

<b>6d. Specialist Learning Resources</b>
None

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Demonstrate an understanding of the theoretical development of HRM and International HRM as both concepts and approaches to the management of people;
2	Knowledge and Understanding	Recognise the role HRM has to play in the strategic development of an organisation nationally, internationally and globally;
3	Intellectual, practical, affective and transferrable skills	Apply and evaluate a range of International HRM practices and procedures;
4	Intellectual, practical, affective and transferrable skills	Analyse the effect of organisational and national culture on the management of human resources.

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2016/7	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	0	N/A	N/A
Other teacher managed learning	24	1-4	2 hours weekly or equivalent
Student managed learning	126	1-4	126 hours
TOTAL:	150		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Coursework	1-4	100 (%)	Fine Grade	30 (%)
Details:	ASSIGNMENT 3000 WORDS				
<b>Assignment - 3000 words</b>					

**In order to pass this module, students are required to achieve an overall mark of 40%.**  
**In addition, students are required to:**  
**(a) achieve the qualifying mark for each element of fine graded assessment of as specified above**  
**(b) pass any pass/fail elements**