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MODULE DESCRIPTOR

Module Title

International Human Resource Management

Reference	BS4193	Version	5
Created	April 2017	SCQF Level	SCQF 10
Approved	July 2013	SCQF Points	15
Amended	June 2017	ECTS Points	7.5

Aims of Module

To enable learners to develop a critical analysis and appraisal of the principles and practices which influence the development and implementation of International Human Resource Management(IHRM).

Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Diagnose and explain the factors that influence the success or otherwise of an international expatriate assignment.
- 2 Understand the international human resource management strategies and practices developed and implemented by organisations operating on a global basis.
- 3 Critically assess and evaluate the cultural impact on IHRM strategies and practices in the organisational setting.
- 4 Communicate knowledge and understanding of key concepts in a clear and concise way.

Indicative Module Content

Working in an international environment and taking account of the social, cultural, economic, legal and business factors. Consider the impact of cultural differences on individuals, organisations and working practices. Appraise the different structures and roles of the HRM function in different countries. Review management appointments, team building and staff development across international boundaries. Analyse expatriation policies and practices including reintegration to the home country. Consider the role of international institutions.

Module Delivery

The module will be delivered in Taught Mode through a series of lectures, tutorials, and interactive group work.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	38	38
Non-Contact Hours	112	112
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

ASSESSMENT PLAN

If a major/minor model is used and box is ticked, % weightings below are indicative only.

Component 1

Type:	Coursework	Weighting:	100%	Outcomes Assessed:	1, 2, 3, 4
Description:	Written report				

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

The module is assessed by one component: C1 - Coursework - 100% weighting. Module Pass Mark = Grade D (40%)

Module Grade	Minimum Requirements to achieve Module Grade:
A	70% or above
B	60% - 69%
C	50% - 59%
D	40% - 49%
E	35% - 39%
F	0% - 34%
NS	Non-submission of work by published deadline or non-attendance for examination

Module Requirements

Prerequisites for Module	None, other than SCQF 10 entry requirements or equivalent.
Corequisites for module	None.
Precluded Modules	None.

INDICATIVE BIBLIOGRAPHY

- 1 BEBENROTH, R., KANAI, T., 2011. *Challenges of human resource management in Japan*. Abingdon: Routledge
- 2 BREWSTER, C., 2016. *International human resource management*. 4th ed. London: CIPD
- 3 BRISCOE, D., SCHULER, R., and CLAUS, L., 2015. *International human resource management: policies and practices for multinational enterprises*. 5th ed. Abingdon: Routledge.
- 4 CRAWLEY, E., SWAILES, S., and WALSH, D., 2013. *Introduction to international human resource management*. 1st Edition. Oxford: Oxford University Press.
- 5 DOWLING, P.J, FESTING, M., and ENGLE SR A.D., 2017. *International Human Resource Management*. 7th ed. Andover: Cengage Learning
- 6 EDWARDS, T. and REES, C., 2016. *International human resource management: globalisation, national Systems and multinational companies*. 3rd ed. Harlow Essex: FT Prentice Hall (Pearson Education)
- 7 ILES, P.A., ZHANG, C.B., 2013. *International human resource management: a cross-cultural and comparative approach*. London: CIPD
- 8 KRAMAR, R. and SYED, J., 2012. *Human resource management in a global context: a critical approach*. Basingstoke: Palgrave Macmillan
- McNULTY, Y. and INKSON, K., 2013. *Managing expatriates: a return on investment approach*. New York: Business Expert Press.