



BUSMGT 761 INTERNATIONAL HUMAN RESOURCE MANAGEMENT (15 POINTS)

Quarter 3 2017 (1176)

Course Prescription

Examines the management of international workforces in multinational corporations. Explores the impact of culture on managing people in cross-border contexts.

Programme and Course Advice

Prerequisite: None

Goals of the Course

The course introduces students to the core concepts and practical realities of managing employees across national boundaries in multinational enterprises. The focus of the course is on:

- Developing an understanding of the differences between global and domestic HRM, and the differing global perspectives of Human Resource Management (HRM).
- Developing an understanding of the impact of differing cultures on HRM, in an international context.
- Utilising this understanding to evaluate HRM practices in a multi-national environment/organisation.

Learning Outcomes

By the end of this course, the student will be able to:

- Contrast the differences between domestic and international Human Resource Management
- Analyse the context for HRM across national boundaries.
- Critically evaluate the impact of culture on HRM processes and practices.
- Evaluate the importance of global perspectives for the development of HR strategies, policies and practices in multinational corporations.

Course Outline

Week	Topics	Resources
Part 1: The Context for IHRM		
1	Introduction to IHRM	Ch 1 Macky (2008) Ch 1 Tarique et al (2016)
2	Strategic IHRM and its Context	Ch 2 Tarique et al (2016) Fan et al. (2013) Festing (2012)
3	Culture & IHRM	Ch 2 Dowling et al (2013) Dartey-Baah (2013) Tam (2016)
Part 2: Staffing		
4	Sourcing human resources for the MNE Individual Assignment due Wed 12 July	TBA
5	Selection and assignment of expatriate employees	TBA
Part 3: Managing Performance		
6	Training & Development in the international context Mid-Term test Week beginning 24 July	TBA
7	Remuneration / compensation in the international context	TBA
8	Managing performance in the international context	TBA

9	The legal framework and IHRM Health and safety as a special case Team Portfolios due in 17 August	TBA
10	Competencies for global HR practitioners Final Test week beginning 21 August	TBA

Learning and Teaching

You are required to attend 5.5 of class hours a week, comprising:

- a 1.5-hour mini lecture on Monday afternoons,
- a 2-hour tutorial on Wednesday, and
- a 2-hour Team Based Learning (TBL) session on Thursday afternoons.

In addition to the class hours, you will need to spend about 10 hours a week on course related activities. Weeks where assessments are due will almost inevitably require more.

The lectures provide the basic content structure for the course. In the Tutorials and TBL sessions, you will develop your thinking about the topics canvassed in the lectures and seek to clarify those aspects that you are unclear about. There are high expectations that you will come prepared to discuss, argue, debate, and otherwise participate in the Tutorial and TBL class activities.

Teaching Staff

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Principal Lecturer

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Professional Teaching Fellow

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Learning Resources

There is no textbook for this course although you will be directed to readings to extend your knowledge of the topics introduced in the lectures.

That said, the main books that will be referred to are:

Dowling, P.J., Festing, M., & Engle, A.D. (2013). *International Human Resource Management (6th Edition)*. Hampshire, UK: Cengage.

Harzing, A. & Pinnington, A. (Eds.)(2015). *International Human Resource Management (4th Edition)*. London: Sage

Macky, K. (Ed.)(2008). *Managing Human Resources: Contemporary Perspectives in New Zealand*. Sydney: McGraw Hill.

Reiche, B.S., Stahl, G.K., Medenhall, M.E., & Oddou, G.R. (Eds.)(2017). *Readings and Cases in International Human Resource Management (6th Edition)*. New York: Routledge.

Tarique, I., Briscoe, D.R. & Schuler, R.S. (2016). *International Human Resource Management: Policies and Practices for Multinational Enterprises (5th Edition)*. New York: Routledge.

In addition, you will need to do your own research and reading in the academic and professional journal literature relevant to IHRM. As a general principle, the knowledge and information published in the academic journal literature can be trusted as valid and reliable sources, and certainly more so than some opinion piece you find via an open internet search. There are, of course, useful sources of knowledge other than lectures, textbooks and academic journal articles. Going to conferences, talking to HR practitioners, finding benchmark case studies, reading the practitioner / professional magazines and journals, locating governmental and consultant reports, and drawing on your own and your peers experiences will all contribute to your learning over time.

Assessment

Assessment	Learning Outcomes	Weighting	Due Date
1. Individual Report	1, 2 & 3	30%	Wed 12 July Hard copy in Tutorial class + via Turnitin
2. Mid-term Test	1, 2 & 3	20%	Held in the week beginning 24 July
3. Team Portfolio	1,2,3, 4	30%	17 August in TBL session Hand in hard copy of all material at the end of TBL class
4. Final Test	3,4	20%	Held in week beginning 21 August

NOTE WELL: The Mid-term test and Final Test will NOT be held during normal class time. They will be held in the evenings on the day stated. A time and place will be announced closer to the tests.

Inclusive Learning

Students are urged to privately discuss any impairment-related requirements in person and/or in written form with the course Professional Teaching Fellow. If you have been granted special examination conditions, please make the teaching staff aware of these at the beginning of the quarter so the appropriate arrangements can be made.

Student Feedback

Feedback is sought from students to shape and improve the course. You will be asked to complete a formative fast feedback questionnaire early in the quarter and a more formal evaluation of teaching and the course towards the end.

Cheating and Plagiarism

The University of Auckland regards cheating as a serious academic offence.

Plagiarism is a form of cheating. In coursework assignments submitted for marking, plagiarism can occur if you use the work and ideas of others without explicit acknowledgment. Work can be plagiarised from many sources, including books, journal articles, the internet, and other students' assignments. In this course, both the individual and group reports assignments will be reviewed against electronic source material using computerised plagiarism detection mechanisms. Students will be required to provide an electronic version of their work for computerised review.

The way of avoiding plagiarism is to reference your work properly. If you are in doubt about how to reference properly, ask someone – your lecturers, tutors and the Student Learning Centre are good places to start. Please refer to the following website for further information about academic referencing: www.cite.auckland.ac.nz/

The document *Guidelines: Conduct of Coursework* provides further advice on how to avoid plagiarism. It can be found at: www.business.auckland.ac.nz/conductcoursework.

The penalties for plagiarism can be severe, including losing some or all of the marks for the assignment. Major offences can be sent to the University's Discipline Committee, where further penalties can be imposed.

Third Party Assistance with Coursework

While you are encouraged to improve your coursework writing skills and are permitted to seek assistance from third parties, you are advised that there are important limits on the amount and type of assistance that can be given to you in completing your assignments, including group work. Third parties include fellow students, reading groups, friends, parents, SLC tutors, and paid-for professional editing services.

There is a set of guidelines which clearly indicates the type of advice and assistance that can be given. If you are seeking the assistance of any third party you are required to give a copy of the guidelines to the person prior to them helping or assisting you.

You are also required to only seek and accept help using a printed version of your work, not an electronic version. You must keep a copy of this printed version and produce it if required.

A copy of the guidelines is available

at: www.business.auckland.ac.nz/thirdpartyassistance

Help with Academic Referencing

Acknowledgement of sources is an important aspect of academic writing. The University's Referen@ite website www.cite.auckland.ac.nz provides students with a one-stop online resource for academic referencing needs. Referen@ite explains the essentials of referencing and how to avoid plagiarism. It also includes practical tools to help students reference correctly, use references effectively in writing, and gives fast access to some major reference formats with examples.

Assignment Submission

The first individual assignment for this course should be submitted through the Assignments section of these course webpages, after going through the standard review process. This process is as follows:

1. assignment draft is run through Grammarly
2. Grammarly report and assignment draft are submitted to the assignment draft point for language, grammar and structure review and feedback by the Business Communication team, and for originality checking. This draft point will close no later than 24 hours before the assignment submission deadline
3. final assignment, which incorporates the Business Communication team feedback on language and originality, is submitted to the final submission point

The draft and final submission points can be found in the Assignments section of these webpages.

Instructions for the submission of the TBL Portfolio will be provided at the first TBL session.

In the event of an unexpected disruption

We undertake to maintain the continuity and standard of teaching and learning in all your courses throughout the year. If there are unexpected disruptions, the University has contingency plans to ensure that access to your course continues and your assessment is fair, and not compromised. Some adjustments may need to be made in emergencies. In the event of a disruption, the University and your course coordinators will make every effort to provide you with up to date information via Canvas and the University website.

Late Submissions and Special Consideration

For any queries about the programme policies around the late submission of assignments, or for special consideration or aegrotat processes, please contact the Programme Manager.