

title of course	M5.C Strategic International Human Resources Management
responsible instructor	Prof. Dr. Andreas Kammel
course objectives and learning outcomes	Develop student's capacities to compute, analyze, interpret, apply, synthesize, and evaluate the complex knowledge of Strategic International Human Resources Management
course contents	<p>Students are able to acquire knowledge and skills of the following types of knowledge and skills, respectively:</p> <p>1) factual knowledge:</p> <ul style="list-style-type: none"> - in HRM - in Strategic Management - in International Management - concerning inter-cultural competencies <p>2) conceptual skills:</p> <ul style="list-style-type: none"> - understanding the multiple interrelations between strategy, multinational global and task environment, organization design and culture and the various impacts on practicing successful HRM in international corporations - understanding how a SIHRM framework can be used as a conceptual foundation for HR practices in organizations worldwide. <p>3) procedural skills:</p> <ul style="list-style-type: none"> - problem solving approaches in HRM - Benchmarking HR best practices - using theories as a starting point to create successful HR practices - applying research methods in personnel management <p>4) metacognitive skills:</p> <ul style="list-style-type: none"> - critical thinking about personnel management, - combining theory and practice, - applying complex concepts and practices in an often ambiguous organizational setting. <p>course outline:</p> <p>1 Introduction to Management</p> <p>1.1 The International Environment of Management</p> <p>1.2 National Culture and Corporate Culture</p> <p>1.3 Strategic Planning</p> <p>1.4 Management and the New Workplace</p> <p>2 Human Resources Management</p> <p>2.1 A SIHRM Framework</p> <p>2.2 Impact of Culture/Cultural Context</p> <p>2.3 The Strategic Role of HRM</p> <p>2.4 Attracting an Effective Workforce</p> <p>2.5 Staffing: Sourcing HR for Global Markets</p> <p>2.6 International Training, Development and Careers</p> <p>2.7 International Compensation</p> <p>2.8 International Industrial Relations and Global Institutional Context</p> <p>2.9 HRM Trends and the Changing Workplace</p>
teaching methods	<ul style="list-style-type: none"> - lectures - exercises - work shop design - case studies - discussion - E-Learning - project work - student presentations

	- self-study
prerequisites	There are no formal requirements.
suggested reading	literature (preferably most recent edition): <i>Dowling, P.J./Festing, M./Engle, A.D. International Human Resources Management, Hampshire UK</i>
applicability	This course is in particular applicable to the following courses of the Master programme International Business and Economics (M.A., "IBE"): - Organizational Behavior - International Management (if available) This course is also applicable to other business-oriented Master programmes offered by Schmalkalden University of Applied Sciences.
workload	total workload: 180 hours, of them: 1) lecture: 45 2) self-study: 135, of them: - course preparation (in particular reading) - follow-up - preparation for academic research project - exam preparation
ECTS credit points and weighting factor	6 ECTS credit points; weighting factor: 6/120 (IBE) or 6/90 (Finance), respectively
basis of student evaluation	- comprehensive written examination, 90 minutes (80%) - student presentation in class (20%)
time	first academic year
frequency	each academic year
duration	1 semester
course type	elective course
remarks	Teaching language is English.