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| 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 | Students are able to acquire knowledge and skills of the following types of knowledge and skills, respectively:  1) factual knowledge:  - in HRM  - in Strategic Management  - in International Management  - concerning inter-cultural competencies  2) conceptual skills:  - 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.  3) procedural skills:  - 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  4) metacognitive skills:  - critical thinking about personnel management,  - combining theory and practice,  - applying complex concepts and practices in an often ambiguous organizational setting.  course outline:  1 Introduction to Management   * 1. The International Environment of Management   2. National Culture and Corporate Culture   3. Strategic Planning   4. Management and the New Workplace   2 Human Resources Management  2.1 A SIHRM Framework  2.2 Impact of Culture/Cultural Context  2.3 The Strategic Role of HRM  2.4 Attracting an Effective Workforce  2.5 Staffing: Sourcing HR for Global Markets  2.6 International Training, Development and Careers  2.7 International Compensation  2.8 International Industrial Relations and Global Institutional Context  2.9 HRM Trends and the Changing Workplace |
| teaching methods | - 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):  *Dowling, P.J./Festing, M./Engle, A.D. International Human Resources Management, Hampshire UK* |
| 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. |