



Faculty of Management and Finance
Bachelor of Business Administration Honours in Human Resource Management
Degree Programme
Course Unit Information Sheet

Course Code		HRM 32523			
Course Name		International Human Resource Management			
Semester		3000 Level - Semester II			
Credit Value	3	Core/Optional	Core	GPA/NGPA	GPA
Hourly Breakdown		Lectures	Practical	Independent Learning	
		45 hours		105	
Course Description International Human Resource Management (IHRM) refers to managing human resources in an international context, which is essential for international business success. This course provides an overview of IHRM-related concepts and theories to explore how IHRM policies and practices function within Multinational Enterprises (MNEs).					
Intended Learning Outcomes				PLO Alignment	
At the end of the course unit, the student shall be able to,					
1. Describe the concepts, theories/models, and practices of IHRM.				1, 2	
2. Explain the differences between general HRM and IHRM.				1, 2	
3. Apply frameworks and models for cross-cultural analysis to HR issues in an international context.				15, 18, 22,	
4. Develop an understanding of cultural competency and International industrial relations and their importance in IHRM.				5, 7, 9	
5. Apply IHRM concepts, theories/models, and practices to address human resource management-related issues in MNEs.				5, 10, 15, 22	
Course Content				Hours	ILOs
1. Introduction to International Human Resource Management				6	1, 2, 3
2. Organisational Context of IHRM				5	4
3. Culture, Ethics and IHRM				5	4
4. International Workforce Planning, Recruitment, and Selection				5	4, 5
5. Training and Development in an International Context				4	4, 5
6. International Compensation, Benefits, and Taxes				4	4, 5
7. International Employee Performance Management				4	4, 5
8. Employee Relations in an International Context				4	4, 5
9. Well-being of the International Workforce				4	4, 5
10. Future Trends and Challenges in IHRM				4	4, 5
Teaching Methods					
Lectures, Tutorials, Case studies, Workshops, and Group discussions.					

Assessment Methods		
In-course Assessments 30 %	Final Examination 70 %	Total: 100%
Recommended Reading		
1. Dowling, P.J., Festing, M., & Engle, A.D. <i>International Human Resource Management</i>. Cengage. The latest edition. 2. Tarique, I., Briscoe, D.R., & Schuler, R. S. <i>International Human Resource Management: Policies and Practices for Multinational Enterprises</i>. Routledge. The latest edition.		