



## **BUS355E International Human Resource Management (IHRM)**

### **Maria del Mar Bornay**

Office: Building 7, 3<sup>rd</sup> Floor, #28

Email: [mdborbar@upo.es](mailto:mdborbar@upo.es)

Office Hours: Monday 15:00-16:00h

Email: [mdborbar@upo.es](mailto:mdborbar@upo.es)

### **Course Information:**

Spring 2017

Section a: 9:00-10:20h

Section b: 12:00-13:20h

### **Course Goals and Learning objectives**

The main objectives of the course are to enable you to

1. Know the differences between Domestic HR practices and International HRM practices.
2. Understand the additional complexity of HRM in an international context.
3. Understand the importance of International Human Resource Management.
4. Be able to identify some of key features HR challenges facing organizations working internationally.
5. Understand the impact of the culture in IHRM
6. Understand other issues involved when managing people worldwide.

The means to attain these objectives include a thorough study of class notes, slides, case analysis and in-class small group discussions.

### **Course Outline**

#### **UNIT I: INTRODUCTION TO IHRM.**

- Defining HRM
- Basics on HRM: HR departments & HR managers, Functions and practices.
- Defining IHRM
- Differences between domestic and international HRM

#### **UNIT II: THE IMPACT OF CULTURE**

- Concept
- Elements of culture
- Cultural Environment and HRM: Culture's dimensions; Individual perspectives.

#### **UNIT III: Expatriates:**

- International approaches to HRM
- Expatriates. Global careers.

#### **UNIT IV: INTERNATIONAL HRM PRACTICES:**

- Planning on HRM
- Recruitment and Selection
- Training and Development
- Compensation

## UNIT V: OTHER RELEVANT ISSUES

- Flexibility and work-life balance
- Managing Diversity
- Women roles, Dual Career.

### Basic Bibliography

- Brewster, C., Sparrow, P., and Vernon, G. (2009) International Human Resource Management. (2<sup>nd</sup> edition), CIPD House, 151, The Broadway, London, SW19 1JQ.
- Jackson, T. (2009). International HRM: A cross-cultural approach, Sage Publications: London.
- Nkomo, S.M., Fottler, M.D., & McAfee, R.B. (2016). Human Resource Management Applications: cases, exercises, incidents and skill builders, 7<sup>th</sup> Edition. South-Western Cengage Learning: USA.
- Reiche, Stahl, Mendenhall & Oddou (2017). Readings and Cases in International Human Resource Management. Sixth Edition. Routledge: NY and London.

### Complementary Bibliography.

- Baron, J. N. & Kreps, D. M. Strategic Human Resources. John Wiley & Sons, Inc. 1999.
- Brewster, C., Mayrhofer, W., and Morley, M. (2007). Human Resource Management in Europe: Evidence or Convergence?. Elsevier Butterworth-Heinemann, Oxford MA. 2nd edition.
- DeNisi, A. y Griffin, R. Human Resource Management. Houghton Mifflin Company. 2001.
- Dickman, M., & Baruch, Y. (2010). Global Careers. Routledge: NY and London.
- Dowling, P.J., and Welch, D.E. (2006), International Human Resource Management: managing people in a multinational context. Thomson Learning, 4th Edition.
- Lazear, E. Personnel Economics for Managers. John Wiley & Sons, Inc. 1998.
- Luis Gomez-Mejia, David Balkin and Robert Cardy (2007). Managing Human Resources. Prentice Hall. 5th Edition.
- Milkovich, George T. & Newman, Jerry M. Compensation. Boston: Irwin McGraw-Hill, 2005.
- Nkomo, Fottler & McFee, 2000. Applications in Human Resource Management (4th Edition).
- Nkomo, Stella M., Fottler, Myron D. y McAfee, R. Bruce (2000). Applications in human resource management: cases, exercises & skill builder. Cincinnati (Ohio): South-Western College Pub., cop. 2000.
- Susan E. Jackson and Randall S. Schuler (2003). Managing Human Resources through Strategic Partnerships. 8th Edition. Editorial Thompson.

## **General Course Policies**

Please keep your cell phones turned off during class.

## **Course Requirements and Grading**

Final Examination	20%
Mid-Term	20%
Final Project (& presentation)	20%
Class Participation	20%
Activities/quizzes	20%

Note: All assignments, quizzes, and examinations will be announced in class.

- Final Project: Students will have to present a final project in class for about 15-20 minutes.

## **Attendance and Punctuality**

Attendance is mandatory. More than 3 unexcused absences will result in the lowering of the final grade. Students with more than 2 such absences may not challenge the final grade received. Punctuality is required.

## **Academic Dishonesty**

Academic integrity is a guiding principle for all academic activity at Pablo de Olavide University. Cheating on exams and plagiarism (which includes copying from the internet) are clear violations of academic honesty. A student is guilty of plagiarism when he or she presents another person's intellectual property as his or her own. The penalty for plagiarism and cheating is a failing grade for the assignment/exam and a failing grade for the course. Avoid plagiarism by citing sources properly (using footnotes or endnotes and a bibliography).

## **Students with Disabilities**

If you have a disability that requires special academic accommodation, please speak to your professor within the first three (3) weeks of the semester in order to discuss any adjustments. It is the student's responsibility to provide the International Center with documentation confirming the disability and the accommodations required (if you have provided this to your study abroad organization, they have most likely informed the International Center already but please confirm).

## **Behavior Policy**

Students are expected to show integrity and act in a professional and respectful manner at all times. A student's attitude in class may influence his/her participation grade. The professor has a right to ask a student to leave the classroom if the student is unruly or appears intoxicated. If a student is asked to leave the classroom, that day will count as an absence regardless of how long the student has been in class.