

Academic Year: (2019 / 2020)

Review date: 27-04-2020

Department assigned to the subject: Business Administration Department

Coordinating teacher: BONACHE PEREZ, JAIME ALFONSO

Type: Electives ECTS Credits : 6.0

Year : Semester :

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

Principles of business administration
 Organizational behaviour
 Human resource management

OBJECTIVES

Knowledge:

Learning objectives: At the end of the course, students should be able to:

- Identify key concepts, frameworks and theories behind global human resource management practices discussed during the course;
- Use relevant theories and frameworks to analyze challenges and problems associated with implementation of global management practices;
- Understand the dynamics and issues pertaining to managing a global workforce;
- Critically assess and reflect upon methods, theories, and conclusions in own and others' work.

Abilities:

- Ability to critically assess and reflect upon methods, theories, and conclusions in own and others' work
- Ability to critically analyze international human resource management practices
- Ability to make sound decisions in international human resource management

Attitude:

- Conceptual and intellectual effort
- Inclination towards in-depth analysis of case studies
- Active participation in class discussion.
- Initiative in co-creating the practical classes.

DESCRIPTION OF CONTENTS: PROGRAMME

Globalization has a particularly strong impact on how multinational corporations (MNCs) manage their people across regions, countries, cultures, etc. This course is aimed at helping students understand the key issues in the management of people in contemporary MNC contexts and providing them with theories, frameworks, and practical tools to help them recognize, understand, and manage human resources more effectively.

Among the core topics of the course are:

- Strategic International Human Resource Management
- Design and the structure of the MNC
- Global Talent Management
- International workforce planning, recruitment and staffing
- International compensation
- HRM issues in managing mergers and acquisitions
- Managing International Assignments
- Global leadership and ethics
- Global teams
- Diversity management in MNCs
- Global Performance Management

LEARNING ACTIVITIES AND METHODOLOGY

The teaching methodology includes:

1. Lectures, through which it will be presented to students the theoretical frameworks that may help understand the different aspects of International HRM and its organizational function. The lectures will be based on textbooks and readings.
2. Case studies, through which International HRM issues occurring in real organizations will be presented and discussed. The cases will stimulate students to employ the theories presented in the lectures.

ASSESSMENT SYSTEM

Students will be evaluated as follows:

- Final exam (60%)

Continuous evaluation:

- Team assignments (20%)
- Individual assignments and class participation (20%)

The continuous evaluation mark will be taken into account only if students will pass final exam.

% end-of-term-examination:	60
% of continuous assessment (assignments, laboratory, practicals...):	40

BASIC BIBLIOGRAPHY

- Caligiuri, P. Lepak, D. y Bonache, J. (2010). Managing the global workforce, John Wiley & Sons , 2010
- Reiche, B.S., Stahl, G.K., Mendenhall, E.M. & Oddou, G.R. Readings and Cases in International Human Resource Management (6th Edition), Routledge, 2012

ADDITIONAL BIBLIOGRAPHY

- Deresky, H. International Management: Managing Across Borders and Cultures. 8th edition, Pearson, 2015
- Dickmann, M., Brewster, C. y Sparrow, P. International Human Resource Management - A European Perspective , Routledge: London., 2008.
- Evans, P., Pucik, V., Bjorkman, I. & Morris, S. Global Challenge: International Human Resource Management. 3rd edition., Routledge, 2017
- Scullion H. y Linehan, M. .). International human resource management. A critical text, Palgrave MacMillan: Basingstoke, 2005
- Stahl, G.K., Björkman, I., Shad, M. Handbook of research in international human resource management. 2nd edition., Edward Elgar, 2012