Global people management

Academic Year: (2022 / 2023) **Review date: 06-05-2022**

Department assigned to the subject: Business Administration Department

Coordinating teacher: BONACHE PEREZ, JAIME ALFONSO

Type: Electives ECTS Credits : 3.0

Year : 1 Semester : 2

OBJECTIVES

¿ Know how to think strategically about the management of people in multinational organizations.
¿ Know what needs to be done to implement HR policies to achieve competitive advantage through people.
¿ Understand that some parts of people management are fairly subtle and require deep analysis and some specialised knowledge.
¿ Undertake team based and individual analyses of a range of people management issues and consider informed proposals to address them.
¿ Be aware that the ability to put together an HR system that works especially well is a potent competitive weapon.

DESCRIPTION OF CONTENTS: PROGRAMME

1.-From Local to International HRM
2: Global Mobility and the Management of Expatriates
3: The international transfer of HR Practices
4: Global Teams

LEARNING ACTIVITIES AND METHODOLOGY

Following Kolb¿s approach to learning, this course has been designed under the principles of experience-based learning, a model that students should be familiar with for the LEAD course. So it will be focused upon exercises, self-analysis techniques, and case studies to make the insights of people management theories and models meaningful and relevant to students. Exercises are designed to produce experiences that re-create the phenomena of people management. Observation schemes are introduced to facilitate understanding of these experiences. Theories and models are added to aid in forming generalizations. And finally, the intervention is structured in a way that encourages students to experiment with and test what they have learned either in class or other areas of their lives.
Most issues, cases and problems related to people management do not have one ¿right¿ answer, though some answers are more correct than others. Therefore, being ¿right¿ or ¿wrong¿ should not be your concern when participating. It is your viewpoint that is of interest to us. You are expected to critically listen to the contributions of your fellow students and if you disagree, explain why your viewpoint differs.
Throughout the course, students will be asked to make presentations on the different topics and encouraged to bring their insights and thoughts on the material assigned into class discussion. Students will be also encouraged to consult different sources of information (webs, journals, career services, etc.).
A significant part of the course workload will be done within learning teams. Group assignments will include a presentation of one required reading, case studies and the project referred to in the next section of the syllabus.

ASSESSMENT SYSTEM

The assessment for this course will comprise two elements:

ORDINARY CALL:
- Contribution to in-class participation 40%
- In-class closed-book exam: 60 %

EXTRAORDINARY CALL. The grade will be the better of the two following alternatives:

Alternative 1.

- Contribution to in-class participation 40%
- In-class closed-book exam: 60 %

Alternative 2.
- Final exam: 100%

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

BASIC BIBLIOGRAPHY

- BONACHE, BREWSTER AND FROISE GLOBAL MOBILITY AND THE MANAGEMENT OF EXPATRIATES, CAMBRIDGE UNIVERSITY PRESS, 2020
- Reiche, B. S., Stahl, G. K., Mendenhall, M. E., & Oddou, G. R. Readings and cases in international human resource management. , Routledge, 2016