

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 : 6.0

Year : 4 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**

- 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**

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.

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

#### BASIC BIBLIOGRAPHY

- BONACHE, BREWSTER AND FROISE GLOBAL MOBILITY AND THE MANAGEMENT OF EXPATRIATES, CAMBRIDGE UNIVERSITY PRESS, 2020
- BONACHE, BREWSTER AND FROISE GLOBAL MOBILITY AND THE MANAGEMENT OF EXPATRIATES, CAMBRIDGE UNIVERSITY PRESS, 2020
- Caligiuri, P. Lepak, D. y Bonache, J. (2010). Managing the global workforce, John Wiley & Sons , 2010
- 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