

East China Normal University

HREM21 International Human Resource Management

Instructor: Liu Shengmin

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Home University: East China Normal University

Semester: June 27 to July 15, 2022

Course Hour: Monday through Friday, 160 mins per teaching day;

Total Contact Hours: 64 contact hours

Credits: 4

Course Overview

This course aims to provide a focused analysis of key factors and processes related with managing human resources on multinational workplace for undergraduate students. The course is building on foundational knowledge of Human Resource Management (HRM) knowledge. The introduction and beginning course focus on the cultural and institutional environment, especially in multinational management and global labor standards. The second part looks into functional areas such as recruitment, selection and training of employees at multinational companies, as well as employee relations. The course finishes with a documentary and a critical discussion on how to balance standardization and localization upon expanding operations globally.

Undergraduate can learn related theory and practice in IHRM and the knowledge of assigning labor in cross-cultural environments.

Learning Outcomes

Upon completion of this course, students should be able to:

Explain the economic, social, cultural and political context of International Human Resource Management

- Understand core definitions of International HRM and their applications to real world situations
- Draw upon existing and new knowledge to identify and evaluate relevant issues in managing employees in international environment
- Understand the practices, processes and strategies in managing employees in an international environment

Designated Textbook with ISBN:

Dowling, P., Festing, M., & Engle, A. D. (2017). International human resource management, 7th edition, Cengage, ISBN: 9781473719026

Course Prerequisite:

Before learning this course, these students should learn principle of management and be familiar with professional English in management.

**Notes: The course might be moved to online delivery due to COVID-19 pandemic. Students will be notified once such decision is made.*

Grading Scale and Notes

The following definitions will be used as a guide for the assignment of grades:

Number Grade	Letter Grade	Definitions
94-100	A	Extraordinary distinction, indicating a full mastery of course content and excellent work.
90-93	A-	
87-89	B+	Strong performance demonstrating a high level of attainment, indicating a good comprehension of the course material and the student's full engagement with the course requirements and activities.
84-86	B	
80-83	B-	
77-79	C+	Acceptable performance, demonstrating an adequate and satisfactory comprehension of the course material and the student has met the basic requirements for completing assignments and participating in class activities.
70-76	C	
60-69	D	A marginal performance in the required exercises demonstrating a minimal passing level of attainment.
0-59	F	An unacceptable performance. The F grade indicates that the student's performance has revealed almost no understanding of the course content.

Assessment Policy

Assessment	Final Grade
Group Work	40%
Final Examination	40%
Attendance	20%

Course Schedule

Date	Lecture	Reading/Assignments/ Examination
Day 1	Introduction of International Human Resource Management	Chapter 1
Day 2	Cultural Context	Chapter 2
Day 3	Organizational Context	Chapter 3
Day 4	Cross-Border Alliances/SMEs	Chapter 4
Day 5	Sourcing HR for Global Markets	Chapter 5
Day 6	International Performance Management	Chapter 6
Day 7	Performance Appraisal	Chapter 6
Day 8	International Training, Development and Careers	Chapter 7
Day 9	International Compensation	Chapter 8
Day 10	International Industrial Relations	Chapter 9
Day 11	IHRM Trends and Future Challenges	Chapter 10
Day 12	Presentation	Group Work (Selection)
Day 13	Presentation	Group Work (Performance)
Day 14	Course Summary & Review	
Day 15	Exam	Examination

Reading List:

Text Book :

- *Chapter 1 Page 4-18*
- *Chapter 2 Page 23-39*
- *Chapter 3 Page 47-74*
- *Chapter 4 Page 82-100*
- *Chapter 5 Page 109-141*
- *Chapter 6 Page 150-169*
- *Chapter 7 Page 175-206*
- *Chapter 8 Page 218-236*
- *Chapter 9 Page 243-267*
- *Chapter 10 Page 275-285*
- *Case Page 290-344*