

# HRM359e Global Human Resource

**Level:** 3

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY SEMESTER

**E-Learning:** BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

## **Synopsis:**

Organisations in every industry and sector recognise the opportunities that arise from a boundary-less, transnational perspective. This course explores the continuing evolution of international HR management in an increasingly global business environment. It focuses on a number of specific areas faced by multinational organisations and SMEs, including business structures, expatriate issues for employees and their families, cultural diversity, staff planning, talent training and development, and the international implications of total compensation/benefits strategies. The course also examines how HR is influenced by culture, and how different regions approach HR management.

## **Topics:**

- Globalisation and business: the internationalisation of human resource
- International organisations and HRM
- Workforce diversity: culture, organisations and HR practices
- Outsourcing human resource functions
- Expatriate staffing
- Staff planning and talent development across countries
- Global performance management
- International teamwork and collaboration
- Compensation and benefits for global businesses
- Well-being in an international workforce
- Legal and regulatory issues in global HR practice
- Ethics in global HRM

## **Textbooks:**

Dowling, P., Festing, M., and Engle, A.: International HRM, 6th edition 6 Cengage  
ISBN-13: 9789814844765

Dowling, P., Festing, M., and Engle, A.: International HRM, 6th edition 6 Cengage  
ISBN-13: 9789814844765-AA

**Learning Outcome:**

- Distinguish approaches and concepts of international HRM
- Demonstrate knowledge of global HR practices and issues
- Evaluate the roles of global HRM executive in the global business environment
- Plan HR functions to support foreign business units
- Differentiate global HR principles and practices for MNCs and SMEs
- Justify how HRM functions (e.g., recruitment and selection, training and development, performance, compensation and benefits) are applied in industry

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
TUTOR-MARKED ASSIGNMENT	20
GROUP BASED ASSIGNMENT	25
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
Written Exam	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**