

## **COURSE OUTLINE**

### **INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

**HRM 4470**

**TUESDAYS 11:30 – 2:30**

**ROOMVC104**

**Instructor:** Dr. Soosan Latham

**Office Hours:** By appointment

**E-mail:** soosand@yorku.ca

### **COURSE OBJECTIVES**

The purpose of this course is to expose students to cultural differences in organizational behavior and application of human resource management theories. Students will explore pertinent theories and concepts in cross-cultural psychology in an attempt to understand issues facing expatriates. Topics include the challenges, cultural issues, staffing issues, labor relations issues, recruitment and selection issues, training and development issues, compensation issues, performance management issues, and future trends faced by an expatriate.

### **Course Book**

Dowling, P.J., Festing, M. and Engle, A.D. Sr. (2017). *International human resource management*. 7<sup>th</sup> edn., Toronto, Nelson.

### **ASSESSMENT**

<b>Participation</b>	10%
<b>Group presentation</b>	25%
<b>Mid-term exam</b>	30%
<b>Reflection Paper</b>	15%
<b>Final Exam</b>	20%

### **Participation 10%**

Active participation in this class is critical to personal and collective learning. Weekly contribution to class discussions requires preparation and knowledge of topics discussed in assigned chapters. Assessment will be based on quality of participation throughout the course rather than weekly attendance.

### **Group presentation 25%**

Teams will be chosen randomly to present on specific topics through a case analysis. Students should treat this as a research project. This means that the presentation, in addition to analyzing the case and building on the book chapter, must include external sources. The presentation must include:

1. At least 5 references from scholarly journal articles, books or other reliable publications (APA format)
2. Detail explanation of theories addressed
3. Analysis (pros & cons) of theories
4. Case analysis and application of theories

Each team will present and lead the case discussion for 45 minutes. A hard copy of presentation must be submitted prior to start of the presentation.

**Note:** Exam questions may include content from the presentations so it is recommended that students attend all presentations.

### **Mid-term exam 30%**

The mid-term exam consists of short essay questions that will be theory based. The mid-term exam will cover materials from session 1 to 5, and will be two hours in duration.

### **Reflection Paper 15%**

A reflective paper ( **Maximum 5 pages double spaced**) is due on **March 24<sup>th</sup>**. The paper demonstrates the student's understanding of International HRM and differences in organizational behavior. The focus of the paper is student's personal experiences based on professional, volunteer or internship engagements and the impact of these experiences on their practice of International HRM.

### **Final Exam 20%**

The final exam consists of a case analysis and response to questions in essay format. The final exam is cumulative.

**COURSE SCHEDULE : Subject to Change**

<b>Date</b>	<b>Topic</b>	<b>Activity</b>
Session 1 -January 7	Course introduction Chapter 1	
Session 2- January 14	Cultural Context of HRM Chapter 2	
Session 3 -January 21	Organizational Context & HRM Chapter 3	
Session 4 -January 28	HRM & International Alliances Chapter 4	
Session 5 -February 4	HRM & Global Market Chapter 5	Group Case 5.1 Presentation
Session 6 - February 11	<b>Mid Term Exam</b>	
Session 7 -February 18	<b>READING WEEK</b>	
Session 8 -February 25	International Performance Management Chapter 6	Group Case 6.1 Presentation
Session 9 - March 3	Training, Development & Careers Chapter 7	Group Case 7.1 Presentation
Session 10 - March 10	International Compensation Chapter 8	Group Presentation
Session 11 - March 17	Global Institutional Context Chapter 9	Group Case 9.2 Presentation
Session 12 - March 24	IHRM Trends and Future Challenges Chapter 10	Group Case 10.1 Presentation Reflection Paper Due
March 31	<b>Final Exam</b>	