



School of Human Resource Management

Course Outline

AP/HRM4470M International Human Resources Management

Summer 2023

Course Director/Professor: Ron Alexandrowich BA, M.Ed., DHRP

E-mail: ronalex@yorku.ca – Please indicate the course number/code in your heading along with the topic.

Dates: July 4 – Aug 15, 2023

Time and Location: This class is asynchronous. There is no set date and time.

Office Hours: I do not have office hours. You may set up a time to meet one-on-one using Zoom.

This course reviews the issues involved in International Human Resources Management (IHRM) with specific emphasis on issues relating to expatriates. We will consider the changing definition of an international assignee in the context of global businesses. We will also address the issues associated with globalization, particularly the role of IHRM professionals in these processes and issues. International HRM in host country locations and HRM issues involved in cross-border alliances and small and medium sized enterprises are also considered.

Prerequisites: 66 credits, including AP/HRM 2600 3.00, AP/HRM 3430 3.00 and AP/HRM 3490 3.00.

Last Day to Drop July 21 without receiving a grade.

Textbook: Dowling, P.J., Festing, M. and Engle, A.D. Sr. (2017). International human resource management. 7th ed., Toronto, Nelson. E-copy of the text:

<https://www.cengage.ca/shop/isbn/9781473719026>

LEARNING OBJECTIVES

By the end of the course, you will have gained an understanding of the following themes:

- To develop a broad understanding of IHRM.
- To understand IHRM in the Multinational context and changes in that context.
- To focus on the importance of international assignees in the conduct of international business.
- To develop an understanding of the changing nature of international assignments.
- To develop the skills of analysis in the context of case studies about IHRM issues.
- To develop the ability to research organizations and their IHRM philosophy, procedures, and policies.
- To be more internationalist in your perspectives

Week #	Topic(s)	Item Due
Week of July 3	Course introduction Chapter 1 – Introduction Chapter 2 – The Cultural Context	
Week of July 10	Chapter 3 – The Organizational Context Chapter 4 – IHRM in cross-border mergers & acquisitions, international alliances, and SMEs	
Week of July 17	Chapter 5 – Sourcing HRM for global markets Midterm Exam	Midterm exam – (Covering Ch 1-5 only)
Week of July 24	Chapter 6 – International Performance Management Chapter 7 – International training, development, careers, and talent management	
Week of July 31	Chapter 8 – International Compensation Chapter 9 – International industrial relations and the global institutional context	Paper Due on Aug 4 at 11:59pm (New Date)
Week of Aug 7	Chapter 10 – IHRM trends and future challenges Final Exam Review – to be posted	
Week of Aug 14	Review your notes etc. for final exam. Exam date and format will be posted once finalized	

Course Weighting:

Item	Weight percentage	Date
Midterm	35 (Ch 1-5)	Week of July 17
Individual Research Paper	30	Aug 4 (New Date)
Final	35	TBD (Aug 17 – 24)

In this course, all work should be completed by you alone. As such, you are not allowed to use generative artificial intelligence (AI), such as ChatGPT, to help you complete any of your work in this course (e.g., tests, papers, assignments, presentations, essay outlines, presentation scripts, etc.). If you do not know whether an online resource or tool can be used in this course, please contact me for guidance. Any use of generative AI in this course will be considered a breach of the Senate Policy on Academic Honesty. For more information, please review AI Technology & Academic Integrity: Information for Students.

Research Paper: 30% Due Friday Aug 4, 2023 11:59PM

You will be researching a topic related to this course. You will look at an organization or an industry and finding out what issue(s) they have, as well as, providing your own solution. Some examples of concerns are as follows: fair compensation, lack of training initiatives, poor people development, managing performance issues, low retention rates, expat failures due to spousal concerns, etc....

Your paper should be 12 - 15 pages, excluding the cover page and bibliography (Arial or Times New Roman, 12 pitch, with 1" margins; double-spaced). Your paper will use the following guidelines.

Cover Page: This will include your name/student number/course code/the name of your Professor/title of paper/date. (not included in page count)

Introduction - Introduce the international human resource concern faced by the organization. (2 - 3 pages)

Research - Explain why the issue is of importance to the practice of international human resources management within the organization or industry you researched. Identify 3 major stakeholders within the organization/industry and how they are affected. In other words what did you find. (6 – 7 pages)

Recommendations - Provide your solution(s), tool(s), to resolve these problems. (3 – 4 pages)

Conclusion – A summary of your topic, what you found, and your ideas to aid in the matter in question. (1 page)

References – Please use APA format – (not included in page count)

There are multiple sources of information: the news/press, journals, managers and employees, your own experiences, academic and non-academic journals. You must include a bibliography of articles cited, using the APA style. Your paper will be judged on style (grammar, etc.) and content (the extent and quality of your research, analysis, and recommendations).

Mid-Term Examination: 35% (week of July 17)

The midterm will be available the week of July 17. It is imperative that you attend/complete the mid-term since there will be no other alternative dates to write a make-up exam. You will be advised of the format and timing prior to the midterm date. This exam will be online and found on our class site.

Final Examination: 35%

The final exam will be held during the final exam period. More details will follow as the semester progresses. I will provide more details of the timing and format. This exam will be online and found on our class site.

In accordance with the University Policy, medical documentation will be required when an examination is missed, in order to defer the final exam. A Deferred Standing Agreement must be submitted to the School of HRM within one week of the missed exam. Students who miss the final exam may petition to write a deferred exam. No make-up dates will be offered during this term.