

Course Syllabus

Studies of International Human Resource Management 15 Credits*, Second Cycle Level 1

Learning Outcomes

Knowledge and understanding

After completing this course, the student shall be able to:

- understand and explain the role of International Human Resource Management (HRM), (1)
- understand and explain the analytical contribution of different theoretical perspectives applied in studies of International HRM. (2)

Competence and skills

After completing this course, the student shall be able to:

- analyse, discuss and present, orally and in writing, relevant academic texts within the field of International HRM studies, (3)
- identify and evaluate strategic and operational challenges faced by HR professionals in transnational organisations, (4)
- critically review and evaluate the practice of International HRM, including identification of contextual factors (economic, institutional and cultural) that international HR professionals need to consider when making decisions. (5)

Judgement and approach

After completing this course, the student shall be able to:

- show critical awareness of consequences of globalisation on the design of HRM policies and practices in international organisations, (6)
- show critical awareness of how local variations in social and economic conditions affect the management of work relationships, (7)
- show critical awareness of how decisions made by international HR professionals impact on various stakeholders, considering also ethical aspects. (8)

Course Content

The first course module focuses on the role of International HRM, from various perspectives (global integration vs. local responsiveness, industrial and employment relations, links to overall business/organisational strategy, etc.). Furthermore, various theoretical perspectives applied in studies of international HRM, such as resource-based view, economic theories of firms, institutional theory, social network/social capital theory, critical approaches (including gender theory), are elaborated.

The second module focuses on research conducted within the field of International HRM studies, concentrating on topics such as global staffing, performance and talent management, international assignments and global career management, international teams, mergers and acquisitions.

The third module develops understanding of strategic challenges in International HRM, considering various contextual factors (economic, institutional, cultural, industry and/or organisational), and how these contexts matter in the actual strategy practice and decision-making.

Assessment

Module 1: Presentations and active participation in seminar discussions, 5 credits (examines outcomes 1, 2 and 6)

Module 2: A written literature review and an oral presentation of this in a seminar + opposition of reviews of other students, 3 credits (examines outcome 3)

Module 3: A written study and an oral presentation and defence of this in a seminar + opposition of papers of other students, 7 credits (examines outcomes 4, 5, 7 and 8)

Forms of Study

Lectures, seminars, and independent work with tutoring possibilities as specified in the Course Guidelines.

Grades

The Swedish grades U–VG.

Examination of module 1: U, G

Examination of module 2 and 3: U, G, VG

To pass the course with distinction (VG), VG is required in the examination of both module 2 and module 3.

Prerequisites

A Bachelor's degree in social sciences or a Bachelor's degree in technology with social science focuses comprising at least 180 credits. The applicant's education must also include at least 30 credits in business administration (for instance, accounting, marketing, organization theory) including a minimum of 7,5 credits in research methods applicable to social science or business, and English 6

Other Information

Written tasks must be submitted no later than the dates specified in the Course Guidelines.

Students receive tuition and/or supervision only during the course weeks.

Subject:

Business Administration and Management



Group of Subjects:

Business Administration

Disciplinary Domain:

Social Science, 100%

This course can be included in the following main field(s) of study:

1. Business Administration and Management

Progression Indicator within (each) main field of study:

1. A1N

Approved:

Approved 9 June 2016

Valid from 1 September 2016