

International HRM

Single subject and programme course

7.5 credits

International HRM

723G68

Valid from:

Determined by

The Quality Board at the Faculty of Arts
and Sciences

Date determined

2015-12-04

Main field of study

Business Administration

Course level

First cycle

Advancement level

G1X

Course offered for

- Business and Economics Programme
- Business and Economics Programme - International - French
- Business and Economics Programme - International - German
- Business and Economics Programme - International - Spanish

Entry requirements

The general admission requirements as for the programme.

Intended learning outcomes

After completion of the course, the student should be able to

- identify, explain and apply key concepts of International Human Resource Management and relate them to the local responsiveness/global integration challenge
- analyse situations in international organizations from a Human Resource Management perspective, identify patterns and problems, develop plausible explanations, suggest well-argued possible solutions, and reflect upon the outcomes of actions taken
- critically analyse and integrate the knowledge gained through reading, discussions and cases, and express it orally and in writing

Course content

International expansion does not only mean new challenges and opportunities in the management of traditional tangible and intangible assets, but also in the management of human resources. In the great internationalization challenges - such as simultaneous local responsiveness and global integration - strategy, organizational capabilities, and people management are closely intertwined. In this course we will hence use the international business background as a steppingstone to explore the new demands placed on HR work as a firm develops internationally. Within the frameworks of local responsiveness, global integration and coordination we will discuss issues such as global talent management, global leadership development, global teamwork, expatriate management and cross-cultural competence.

Teaching and working methods

The course is designed to encourage active participation and the students are involved in various forms of interactive learning situations. The basic learning pillars are

- interactive literature seminars, complemented by individual reading to introduce the students to the research areas, lay a theoretical foundation and provide a basis for discussion

- case seminars where the students will discuss and apply what they have learned during literature seminars and reading in order to practice their ability to analyse situations, and present reasonable and relevant solutions to IHRM problems

- paper-writing based on seminars, readings, cases and team discussions.

Homework and independent study are a necessary complement to the course.

Language of instruction: English.

Examination

The course will be examined through

- individual written preparation for literature seminars
- case analyses presented orally and writing in group
- active verbal participation in seminars

Examination is finally with an individual written case analysis. Detailed information about the examination can be found in the courses study guide.

Students failing an exam covering either the entire course or part of the course twice are entitled to have a new examiner appointed for the reexamination.

Students who have passed an examination may not retake it in order to improve their grades.

Grades

Three-grade scale, U, G, VG

Other information

Planning and implementation of a course must take its starting point in the wording of the syllabus. The course evaluation included in each course must therefore take up the question how well the course agrees with the syllabus.

The course is carried out in such a way that both men's and women's experience and knowledge is made visible and developed.

Department

Institutionen för ekonomisk och industriell utveckling