



## COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
<b>International Human Resource Management</b>	

Academic staff	Core academic unit(s)
<b>Coordinating:</b> Sigita Žebrauskienė <b>Other:</b>	Faculty of Economics and Business Administration

Study cycle	Type of the course unit
Second	Compulsory/Elective course depending on the study program

Mode of delivery	Semester or period when it is delivered	Language of instruction
On-campus/ remote/ hybrid depending on the study program	Spring semester	English

Requisites	
<b>Prerequisites:</b>	<b>Co-requisites (if relevant):</b>

Number of ECTS credits allocated	Student's workload (total)	Contact hours	Individual work
<b>5</b>	<b>130</b>	<b>32</b>	<b>98</b>

Purpose of the course unit		
<p>The purpose of the International Human Resource Management (IHRM) course is to introduce students to the management of people in multinational corporations (MNCs), to develop the knowledge of different IHRM functions, policies and practices in different international contexts, to develop students' specific and generic competencies and provide in-depth knowledge of how the management of people in organisations contribute to the achievement of the international business strategies.</p>		
Learning outcomes of the course unit	Teaching and learning methods	Assessment methods
Student will be able to apply modern human resources management strategic frameworks, theories, practices and techniques in order to manage people in the uncertain and dynamic global economic and business environment successfully (3.3)	Lectures, literature reading, videos, case studies, group discussions.	Students' knowledge and competencies are assessed by applying cumulative grading: - evaluation of students' group project and its presentation, - case study analysis, individual home assignment and group home assignment, - colloquium (test), - examination (test).
Student will be able to apply theoretical IHRM knowledge in order to assess the performance of the IHRM activities of the international companies, to develop and implement IHRM strategies in order to sustain competitive advantage in the global market (3.2, 5.3)	Lectures, guest lectures of industry experts, work with scientific literature and other sources, group discussions, case studies, assignments, students' projects preparation and presentation.	
Student will be able to apply theoretical IHRM knowledge and practical skills to recognize and solve global business problems in IHRM activities; to critically evaluate theory and practical realities when searching for the optimal decisions in global business development (1.3, 3.2)	Lectures, guest lectures of industry experts, work with scientific literature and other sources, group discussions, assignments, case studies, students' projects preparation and presentation.	

Student will be able to create, innovate and initiate new business projects, develop activity plans, manage their implementation in global environment (1.3, 2.1, 5.3)	Students' projects preparation and presentation, work with scientific literature and other sources.	
Student will be able to enhance teamwork abilities by leading the team, motivating its' members, inspiring greater performance and team's productivity, undertaking responsibility for the results and evaluating the efficiency of team activities (1.1, 1.3, 5.1, 5.2)	Students' projects preparation and presentation, group home assignment, group work reflection methods.	
Student will be able to integrate knowledge from different fields, independently improve and expand professional competence through lifelong learning (2.2, 5.4)	Lectures, work with scientific literature and other sources, case studies, group discussions.	

Content	Contact hours							Individual work: time and assignments	
	Lectures	Tutorials	Seminars	Workshops	Laboratory work	Internship	Contact hours, total	Individual work	Tasks for individual work
1. Strategic and Organisational Perspectives on IHRM	4		1				5	12	Reading of the assigned scientific literature: (1) ch. 2-4; (2) ch. 1-3, 8-11, 61-62
2. International Staffing: 2.1. Workforce Planning 2.2. Global and Local People Resourcing 2.3. Global Talent Management 2.4. International Assignments	4		1				5	20	Reading of the assigned scientific literature: (1) ch. 5-6; (2) ch.2-28. Individual home assignment Case study I Preparation of the group project and its presentation
3. International Human Resources Development and Knowledge Management	3		1				4	15	Reading of the assigned scientific literature: (1) ch. 7; (2) ch. 15-16; 34-40. Case study II Preparation of the group project and its presentation
4. Managing Performance of International Staff	3		1				4	15	Reading of the assigned scientific literature: (1) ch. 8; (2) ch. 41-43. Case study III; Preparation of the group project and its presentation
5. Global Reward Management	2		1				3	10	Reading of the assigned scientific literature: (1) ch. 9; (2) ch. 44-47. Preparation of the group project and its presentation
6. People Management through Cross-Border Mergers and Acquisitions	2		1				3	8	Reading of the assigned scientific literature: (1) ch. 12.

7. Legal and Ethical Issues in International HRM: 7.1. Global Employment Relations and Transfer of Employment Practices 7.2. Corporate Social Responsibility and Sustainability through IHRM practices	4		1			5	12	Reading of the assigned scientific literature: (1) ch. 10-11, 13-14; (2) ch. 6-7, 49-53, 56. Group home assignment and presentation
8. Recent Challenges and Technology Innovation in IHRM	3					3	6	Reading of the assigned scientific literature: (2) ch. 14.
<b>Total</b>	25		7			32	98	

Assessment strategy	Weight %	Deadline	Assessment criteria
Group project preparation and its presentation	30	During the course	Assessment according to the requirements for the group project report and presentation.
Case studies, individual home assignment and group home assignment	25	During the course	Activity in the analysis of case studies. Assessment according to the requirements for the individual home assignment and group home assignment.
Colloquium (test)	10	After 3 lectures	Multiple choice questions (valued 1 point each), several open-ended questions (valued 2 points each). For assessment a ten-point scale shall be applied: 95-100% or excellent 10; 85-94% or very good 9; 75-84% or good 8; 65-74% or average 7; 55-64% or satisfactory 6; 50-54% or weak 5. Less than 50% – unsatisfactory or failed (4, 3, 2, 1).
Examination (test)	35	At the end of the course	
Final grade for the course is an arithmetic weighted average of 55% practical assignments (group project and case study analysis, individual and group home assignments) + 45% tests (colloquium and examination). Final grade for the course shall be positive if the student passes the final exam (provides at least 50% of right answers) and final cumulative grade is not less than 5.			
There is no possibility of taking the course as an external examination as practical assignments are related with the development of teamwork competencies.			

Author (-s)	Publishing year	Title	Issue of a periodical or volume of a publication	Publishing house or web link
<b>Required reading</b>				
(1) Reiche B. S., Tenzer H., Harzing, A. W.	2023	International Human Resource Management	6th edition	SAGE
(2) Armstrong, M. & Taylor, S.	2023	Armstrong's Handbook of Human Resource Management Practice: A Guide to the Theory and Practice of People Management	16th edition	Kogan Page
<b>Recommended reading</b>				
Iles, P. & Zhang, C.	2013	International Human Resource Management: A Cross-cultural and Comparative Approach		Chartered Institute of Personnel and Development
Valentine, S. R. & Meglich, P. A. &	2020	Human Resource Management	16th edition	Cengage

Mathis, R. L. & Jackson, J. H.				
Wilkinson, A. & Dundon, T.	2021	Contemporary Human Resource Management	6th edition	SAGE
Articles online		The International Journal of Human Resource Management		www.tandfonline.com
Articles online		Thunderbird International Business Review		<a href="https://onlinelibrary.wiley.com/journal/15206874">https://onlinelibrary.wiley.com/journal/15206874</a>
Articles online		Human Resource Management Journal		<a href="https://onlinelibrary.wiley.com/journal/17488583">https://onlinelibrary.wiley.com/journal/17488583</a>