

## INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Course unit (module) title	Code
INTERNATIONAL HUMAN RESOURCE MANAGEMENT	

Lecturer(s)	Department(s) where the course unit (module) is delivered
<b>Coordinator:</b> Assoc. Prof. Dr Ingrida Šarkiūnaitė	Vilnius University Kaunas Faculty Institute of Social Sciences and Applied Informatics Muitinės str. 8, LT-44280 Kaunas

Study cycle	Type of the course unit (module)
Second cycle	Compulsory

Mode of delivery	Period when the course unit (module) is delivered	Language(s) of instruction
Face to face	4 <sup>th</sup> semester (12 weeks)	English

Requirements for students	
<b>Prerequisites:</b> Leadership, International Business and Internationalization of Companies	<b>Additional requirements (if any):</b>

Course (module) volume in credits	Total student's workload	Contact hours	Self-study hours
5	133	38	92

Purpose of the course unit (module): programme competences to be developed		
The students will be able to apply the main human resource management Internship/work placements to their traditional content with the addition of the international elements. They will also adopt the main management skills of the international human resources management structures, the management of the recruitment, selection, adaptation to the environment, repatriation process, competence development, carrier management, strategic, international aspects of an employee-expatriate.		
Learning outcomes of the course unit (module)	Teaching and learning methods	Assessment methods
The student will know: <ul style="list-style-type: none"> <li>• the main international human resources management statements and principles, will understand the specificity and the sequence of the personnel management involving the international elements.</li> </ul> The student will be able: <ul style="list-style-type: none"> <li>• to apply and evaluate the IHRM Internship/work placements.</li> <li>• to manage the expatriation and repatriation processes of an employee-expatriate;</li> <li>• to practically prepare performance improvement plans of subordinate staff, to apply the creative methods in order to encourage creativity of the employees;</li> <li>• to work in groups, to lead the group/team, manage the time and the work of the staff;</li> </ul>	Lectures  Seminars (simulation of professional situations, practical tasks, the analysis of situations)  Self-study team work: To prepare the employee-expatriate training programme according to the chosen country.	Examination  Assessment of theoretical knowledge (a test with closed and open questions)  The assessment of team work on the employee-expatriate training programme according to the chosen country and its realization

<ul style="list-style-type: none"> <li>• to integrate the human resources management system into the business organization strategy;</li> <li>• to select the salary for the employees occupying different positions, develop the means of motivation and encouragement assessing the business organization resources;</li> <li>• to follow the professional ethics and social responsibility guidelines while managing the business organization human resources.</li> </ul>		
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Content: breakdown of the topics	Contact hours							Self-study work: time and assignments	
	Lectures	Tutorials	Seminars	Exercises	Laboratory work	Internship/work	Contact hours	Self-study hours	Assignments
The development of the human resources management (HRM) theories. The concept and structure of the international human resources management (IHRM).	2						2	3	Information search, study of the literature
IHRM in international and national context	2	0,5	2				4,5	10	Information search, study of the literature presentation and the analysis of situations in teams
The staff recruitment and selection. The recruitment of an employee-expatriate. The duration of the expatriate work tasks. The stages of the expatriate's adaptation to the environment.	6		2				8	20	Information search, study of the literature presentation and the analysis of situations in teams
The strategic aspects of IHRM.	2	0,5	2				4,5	4	Information search, study of the literature presentation and the analysis of situations in teams
International training and improvement of the employees.	4		2				6	20	Information search, study of the literature presentation and the analysis of situations in teams
Employee competence. The types, characteristics of competences. The model of expatriate competence.	4	0,5	2				6,5	10	Information search, study of the literature presentation and the analysis of situations in teams
International carrier. Carrier steps. Global supervisors. Psychological contract. The international carrier strategies.	4	0,5	2				6,5	18	Information search, study of the literature presentation and the analysis of situations in teams

Content: breakdown of the topics	Contact hours						Self-study work: time and assignments		
	Lectures	Tutorials	Seminars	Exercises	Laboratory work	Internship/work	Contact hours	Self-study hours	Assignments
Preparation for the examination.								8	Information search, the analysis of the written sources
<b>Total</b>	<b>24</b>	<b>2</b>	<b>12</b>				<b>38</b>	<b>92</b>	

Assessment strategy	Weight, %	Deadline	Assessment criteria
The assessment of the theoretical knowledge	25 %	In due time	<p>The test consists of 10 closed and open questions (of different difficulty, from the comprehension to the assessment), each is evaluated by one point. The assessment is carried out in the following manner:</p> <p><b>2,5:</b> Excellent knowledge and abilities. Assessment level. 90-100 % of the right answers.</p> <p><b>2:</b> Good knowledge and abilities, there may be minor errors. Synthesis level. 70-89% of the right answers.</p> <p><b>1,5:</b> Average knowledge and abilities, there are errors. 50-69% of the right answers.</p> <p><b>1:</b> Below average knowledge and abilities, there are (major) errors. 30-49% of the right answers.</p> <p><b>0-0,5:</b> The knowledge and abilities fulfil minimal requirements</p>
Group work and its presentation (according to a chosen country)	25 %	In due time	<p>The following aspects are assessed:</p> <ul style="list-style-type: none"> <li>- <u>Presentation according to a chosen country.</u> A short presentation of a chosen country (15 min.) which would disclose its economic, social, cultural, geographical and business specificity. <b>(0,5 points)</b></li> <li>- <u>Presentation according to a chosen country.</u> A short presentation of a country according to its IHRM specifics (up to 10 min.) <b>(0,5 points)</b></li> <li>- Presentation of practical assignments to the audience. Simulation of real-life situations, managerial games, etc., involving the whole audience in the game <b>(1 point)</b></li> <li>- <u>Preparation of seminar report.</u> Description of practical assignments indicating what the assignment illustrates and what the expected results are), <b>(0,5 points)</b></li> <li>- If the group work is not presented – <b>0 points</b></li> </ul>
Examination	50 %	During the exam session	<p>Final examination consists of a concrete situation, related with IHRM activities, solutions by applying theoretical and practical knowledge gained during the course.</p> <p>The assessment is carried out in the following manner:</p> <p><b>5:</b> Excellent knowledge and abilities. Assessment level. 90-100 % of the right answers.</p> <p><b>4:</b> Good knowledge and abilities, there may be minor errors. Synthesis level. 70-89% of the right answers.</p> <p><b>3:</b> Average knowledge and abilities, there are errors. 50-69% of the right answers.</p>

			<p><b>2:</b> Below average knowledge and abilities, there are (major) errors. 30-49% of the right answers</p> <p><b>1:</b> Minimal knowledge and abilities, there are (major) errors. 10-29% of knowledge and understanding.</p> <p><b>0:</b> The knowledge and abilities do not fulfil minimal requirements</p>
<p>Student's knowledge and skills during the session are assessed only if he/she fulfilled the requirements and assignments of a mid-term test during the semester.</p> <p>Student's knowledge and skills throughout all the tests and the examination is assessed from 1 to 10 points. The course is passed if:</p> <ul style="list-style-type: none"> <li>• The results of all the tests are not lower than 5 points;</li> <li>• The mark of the examination is not lower than 5 points;</li> </ul> <p>The final mark is presented not later than 4 days after the examination.</p>			

Author	Year of publication	Title	Issue of a periodical or volume of a publication	Publishing place and house or web link
<b>Compulsory reading</b>				
HARZING, A.W.; PINNINGTON, A.	2015	International human resource management.	ISBN 9781446267318	SAGE Publications, 568 p.
DOWLING, PETER J.; FESTING, M.; ENGLE, A. D.	2013	International human resource management	ISBN 978-1-4080-3209-1	Hampshire: CENGAGE Learning, 364 p.
SCHOLZ, Ch.; BOHM, H.	2008	Human resource management in Europe	ISBN 978-0-415-44761-4	New York: Routledge, 434 p.
LUCAS, R.; LUPTON, B.	2006	Human resource management in an international context	ISBN 978-1-84398-109-1	Wiltshire: Cromwell Press, 377 p.
VANCE, C. M.; PAIK, Y.	2006	Managing a global workforce (e-book, <a href="http://site.ebrary.com/lib/VILU/NIV/reader.action?docID=10178050&amp;ppg=1">http://site.ebrary.com/lib/VILU/NIV/reader.action?docID=10178050&amp;ppg=1</a> , VU library)	ISBN: 13978-0-7656-1069-0	M. E. Sharpe Inc.: 399 p.
<b>Additional reading</b>				
BRISCOE, D.; SCHULER, R., TARIQUE, I.	2011	International Human Resource Management: Policies and Internship/work placements for Multinational Enterprises (e-book, <a href="https://ebookcentral.proquest.com/lib/viluniv-ebooks/reader.action?docID=716523">https://ebookcentral.proquest.com/lib/viluniv-ebooks/reader.action?docID=716523</a> , VU library)	4th. Edition	Routledge
HODGETTS, R. M.	2008	Modern human relations at work	978-0-324-42149-1	Thomson South-Western, 603 p.
ZHENG, C. (editor)	2016	International Human Resource Management: Trends, Practices and Future Directions. (e-book, <a href="http://web.b.ebscohost.com/ehost/ebookviewer/ebook/bmxlYmtfXzEzNTA1NzVfX0FO0?siid=123d3afa-673e-48e3-b8d1-b63092d6ab63@sessionmgr10">http://web.b.ebscohost.com/ehost/ebookviewer/ebook/bmxlYmtfXzEzNTA1NzVfX0FO0?siid=123d3afa-673e-48e3-b8d1-b63092d6ab63@sessionmgr10</a>	9781634850162	New York: Nova Science Publishers, Inc.

		<a href="#">2&amp;vid=0&amp;format=EB&amp;rid=1,</a> VU library)		
SEBASTIAN REICHE, B.; STAHL, G. K.; MENDENHALL, M. E.; Oddou, G. R.	2017	Readings and Cases in International Human Resource Management	978-1-138- 95049-8	Routledge, 504 p.