



Shanghai Jiao Tong University

HR401 International Human Resource Management

Term:	December 16, 2019- January 7, 2020	Credits:	4 units
Classroom:	TBD	Teaching Assistant(s):	TBD
Class Hours:	Monday through Friday, 160 mins per teaching day		
Discussion Sessions:	2 hours each week, conducted by teaching assistant(s)		
Total Contact Hours:	64 contact hours (1 contact hour = 45 mins, 2880 mins in total)		
Required Texts (with ISBN):	International Human Resource Management <input type="checkbox"/> 2017 - ISBN 9781473719026 Edition 7 Journal articles are also required reading for this Course. A detailed reading list will be provided before the start of the course.		
Prerequisite:	Foundational unit of Human Resource Management		



Course Overview

Building on foundational knowledge of Human Resource Management (HRM) issues and concepts, this course provides a focused analysis of key opportunities and challenges associated with managing employees in international and cross-cultural contexts. The course covers the topics of international recruitment, selection, preparation, placement, management development, performance management, reward and remuneration within the context of the global labor market. The unit considers the implications of internationalization and globalization for human resource management (HRM). This unit will provide students with a theoretical understanding of IHRM and a practical understanding of the opportunities and challenges associated with managing employees in global contexts.

Learning Outcomes / Course Goals

- Explain the economic, social, cultural and political context of International Human Resource Management
- Draw upon existing and new knowledge to identify and evaluate relevant issues in managing employees in international environment
- Critically apply practices, processes and strategies in managing employees in an international environment
- Understand core definitions of International HRM and their applications to real world situations
- Demonstrate evidence of respectful, ethical, professional and collaborative behavior in diverse settings

Grading Policy

Mid-Course Readiness Assurance Test – Individual	20%
Participation	15%
Presentations – Group	20%
Written Assignment - Group	15%
Final Exam	40%

Grading Scale is as follows:

Number grade	Letter grade	GPA
90-100	A	4
85-89	A-	3.7
80-84	B+	3.3
75-79	B	3



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70-74	B-	2.7
67-69	C+	2.3
65-66	C	2
62-64	C-	1.7
60-61	D	1
≤ 59	F (Failure)	0



Class Schedule

Date	Lecture	Readings/Chapter
Day 1	Introducing International HRM	Chapter + Mandatory readings
Day 2	The organizational Contexts of International HRM	Chapter + Mandatory readings
Day 3	Case study	Chapter + Mandatory readings
Day 4	Cross-border alliances and SMEs	Chapter + Mandatory readings
Day 5	International operations and staffing	Chapter + Mandatory readings
Day 6	International recruitment and selection	Chapter + Mandatory readings
Day 7	Mid-Course readiness assurance test	No readings
Day 8	International Training and development	Chapter + Mandatory readings
Day 9	International compensation	Chapter + Mandatory readings
Day 10	Standardization and localization of HRM practices	Chapter + Mandatory readings
Day 11	International industrial relations	Chapter + Mandatory readings
Day 12	International performance management	Chapter + Mandatory readings
Day 13	Repatriation	Chapter + Mandatory readings
Day 14	Case study	Mandatory readings
Day 15	International HRM: Future directions	Chapter