# Shanghai Jiao Tong University

## HR401  International Human Resource Management

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| **Instructor:** | Corinna Galliano | **Email:** | Cgal4222@uni.sydney.edu.au |
| **Instructor's Home Institution:** | The University of Sydney Business School | **Office:** | TBD |
| **Office Hours:** | TBD | | |
| **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 2017 - ISBN 9781473719026Edition 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

- 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

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| 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 |