



Shanghai Jiao Tong University

HR401 International Human Resource Management (Postgraduate)

Instructor Information	Xiaosong Zheng Home Institution: Shanghai University Email: xiaosong.zheng@shu.edu.cn Office Hours: Determined by Instructor		
Term	December 17, 2020 - January 8, 2021	Credits	4 units
Class Hours	Sunday through Thursday, 135 min 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)	<p>Collings, D.G., Wood, G.T., & Caligiuri, P.M. (Eds.) (2015). The Routledge Companion to International Human Resource Management. New York, US: Routledge. ISBN: 9781315761282</p> <p>Dowling, P.J., Festing, M., & Engle, A.D. SR (Eds.) (2017). International Human Resource Management, 7th Edition. Hampshire, UK: Cengage Learning. ISBN: 9781473719026</p> <p>Wintersberger, D. (2017). International Human Resource Management: A Case Study Approach. London, UK: Kogan Page. ISBN: 9780749480998</p>		
Prerequisite	Foundational course of Human Resource Management		
The course might be moved to online delivery due to COVID-19 pandemic. The anticipated date is November 6, 2020.			



Course Overview

This course aims to provide a focused analysis of key opportunities and challenges associated with managing employees in international and cross-cultural contexts for postgraduate students. The course is building on foundational knowledge of Human Resource Management (HRM) issues and concepts. The course first sets out the cultural and institutional context of international HRM, focusing on cross-cultural aspects of leadership and communication, the institutional aspects of global expansion, as well as global labour standards. The second part looks into functional areas such as recruitment, selection and training of employees at multinational companies, as well as employee relations. In the third and last part we will work on and discuss three concrete cases of companies (businesses from China, Japan and US) going global. The course finishes with a documentary and a critical discussion on how to balance standardization and localization upon expanding operations globally.

This course 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
- Understand core definitions of International HRM and their applications to real world situations
- Draw upon existing and new knowledge to identify and evaluate relevant issues in managing employees in international environment
- Understand the practices, processes and strategies in managing employees in an international environment



Grading Policy

Class participation	10%
Group project	30%
Case study	20%
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
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
Day 1	Course Overview and Introduction	Wintersberger, Ch.1+2 Dowling, Ch.1+2
Day 2	Culture Context and IHRM	Collings, Ch.5+9 Dowling, Ch.2
Day 3	Culture Context and Leadership	Wintersberger, Ch.3 Collings, Ch.14
Day 4	Culture Context and Communication	Wintersberger, Ch.4
Day 5	Institutional Context and IHRM	Wintersberger, Ch.5 Dowling, Ch.3
Day 6	Global Labor Governance and Standards	Wintersberger, Ch.6
Day 7	HR Planning, Recruiting, Talent management I	Wintersberger, Ch.7 Collings, Ch.10 and 13
Day 8	HR Planning, Recruiting, Talent management II	Wintersberger, Ch.7 Collings, Ch.10 and 13
Day 9	Training and Performance Management and Appraisal	Wintersberger, Ch.10 Collings, Ch.11 Dowling, Ch.6 and 7
Day 10	Employee Retention, Engagement, and Careers	Wintersberger, Ch.11 Collings, Ch.7 Dowling, Ch.7
Day 11	Compensation and Employee Benefits	Wintersberger, Ch.9 Collings, Ch.18 Dowling, Ch.8
Day 12	Ethics, CSR, EEO and Diversity	Collings, Ch.32
Day 13	IHRM in M&A, International Alliances and SMEs	Collings, Ch.25 Dowling, Ch.4
Day 14	Expatriate and Repatriate	Collings, Ch.20, 23 and 24
Day 15	Workplace Health and Safety	Uploads by instructor



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Day 16	Trends and Criticisms of Future of IHRM	Wintersberger, Ch.13 Dowling, Ch.10
Day 17	Group Project Presentation	N/A
Day 18	Final Exam	N/A