HR401 International Human Resource Management (Postgraduate)(Online)

Instructor Information	Xiaosong Zheng Home Institution: Shanghai University Email: xiaosong.zheng@shu.edu.cn

Term	December 13, 2021 - January 7, 2022	**Credits**	4 units

Course Delivery	The class will be delivered in the format of online. Other than recorded lecture videos, the instructor will arrange 2 hours' real-time interactions with students per week (via discussion forum, zoom meeting, and WeChat). The workload students are expected to complete to properly pass this course is about 15-20 hours per week.
Required Texts (with ISBN)	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 Dowling, P.J., Festing, M., & Engle, A.D. SR (Eds.) (2017). International Human Resource Management, 7th Edition. Hampshire, UK: Cengage Learning. ISBN: 9781473719026 Wintersberger, D. (2017). International Human Resource Management: A Case Study Approach. London, UK: Kogan Page. ISBN: 9780749480998
Prerequisite	Foundational course of Human Resource Management

Course Overview

This course aims to provides 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	Online Teaching Arrangement
Day 1	Course Overview and Introduction	Wintersberger, Ch.1+2 Dowling, Ch.1+2	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 2	Culture Context and IHRM	Collings, Ch.5+9 Dowling, Ch.2	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 3	Culture Context and Leadership	Wintersberger, Ch.3 Collings, Ch.14	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 4	Culture Context and Communication	Wintersberger, Ch.4	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 5	Institutional Context and IHRM	Wintersberger, Ch.5 Dowling, Ch.3	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 6	Global Labor Governance and Standards	Wintersberger, Ch.6	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 7	HR Planning, Recruiting, Talent management I	Wintersberger, Ch.7 Collings, Ch.10 and 13	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 8	HR Planning, Recruiting, Talent management II	Wintersberger, Ch.7 Collings, Ch.10 and 13	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting

Day 9	Training and Performance Management and Appraisal	Wintersberger, Ch.10 Collings, Ch.11 Dowling, Ch.6 and 7	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 10	Employee Retention, Engagement, and Careers	Wintersberger, Ch.11 Collings, Ch.7 Dowling, Ch.7	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 11	Compensation and Employee Benefits	Wintersberger, Ch.9 Collings, Ch.18 Dowling, Ch.8	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 12	Ethics, CSR, EEO	Collings, Ch.32	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 13	Diversity Management	Uploads by instructor	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 14	IHRM in M&A, International Alliances and SMEs	Collings, Ch.25 Dowling, Ch.4	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 15	Expatriate and Repatriate	Collings, Ch.20, 23 and 24	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 16	Workplace Health and Safety	Uploads by instructor	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting

Day 17	Trends and Criticisms of Future of IHRM	Wintersberger, Ch.13 Dowling, Ch.10	approximately 120 minutes pre-recorded video lectures plus 30 minutes online interaction via Tencent Meeting
Day 18	Group Project Presentation	N/A	Online Project Presentation
Day 19	Group Project Presentation	N/A	Online Project Presentation
Day 20	Final Exam	N/A	Online final exam