



## HR401 International Human Resource Management (Postgraduate)

<b>Instructor Information</b>	<p>Xiaosong Zheng Home Institution: Shanghai University Email: xiaosong.zheng@shu.edu.cn Office Hours: Determined by Instructor</p>		
<b>Term</b>	June 27, 2022 - July 22, 2022	<b>Credits</b>	4 units
<b>Class Hours</b>	Monday through Friday, 120 mins per teaching day		
<b>Discussion Sessions</b>	2.5 hours each week, conducted by teaching assistant(s)		
<b>Total Contact Hours</b>	66 contact hours (1 contact hour = 45 mins, 3000 mins in total)		
<b>Required Texts (with ISBN)</b>	<p>Collings, D.G., Wood, G.T., &amp; 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., &amp; Engle, A.D. SR (Eds.) (2017). International Human Resource Management, 7<sup>th</sup> 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>		
<b>Prerequisite</b>	Foundational course of Human Resource Management		



## 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, Institutional Context and IHRM	Wintersberger, Ch.4-5 Dowling, Ch.3
Day 5	Case study 1	N/A
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; Employee Retention, Engagement, and Careers	Wintersberger, Ch.10-11 Collings, Ch.7, 11 Dowling, Ch.6 and 7
Day 10	Case study 2	N/A
Day 11	Compensation and Employee Benefits	Wintersberger, Ch.9 Collings, Ch.18 Dowling, Ch.8
Day 12	Ethics, CSR, EEO	Collings, Ch.32
Day 13	Diversity Management	Uploads by instructor
Day 14	IHRM in M&A, International Alliances and SMEs	Collings, Ch.25 Dowling, Ch.4



Day 15	Project preparation	N/A
Day 16	Expatriate and Repatriate; Workplace Health and Safety	Collings, Ch.20, 23 and 24
Day 17	Trends and Criticisms of Future of IHRM	Wintersberger, Ch.13 Dowling, Ch.10
Day 18	Group Project Presentation	N/A
Day 19	Group Project Presentation	N/A
Day 20	Final Exam	N/A