



HR203 International Human Resource Management (Online)

Instructor Information	<p>Instructor: Shengmin Liu Home Institution: University of Shanghai for Science and Technology Email: liushengmin@usst.edu.cn</p>		
Term	<p>June 27, 2022 - July 22, 2022</p>	Credits	4 units
Course Delivery	<p>The class will be delivered in the format of online. Other than the recorded 16 lecture videos, the instructor will arrange around 3 hours' real time interactions with the students per week (via discussion forum, zoom meeting, or WeChat). The workload students are expected to complete to properly pass this course is about 15 hours per week.</p>		
Required Texts (with ISBN)	<p>Dowling, P.J., Festing, M., & Engle, A.D. SR (Eds.) (2017). International Human Resource Management, 7th Edition. Hampshire, UK: Cengage Learning. ISBN: 978-1-4737-1902-6</p>		
Prerequisite	Human Resource Management		



Course Overview

This course aims to provide a focused analysis of key factors and processes related with managing human resources on multinational workplace for undergraduate students. The course is building on foundational knowledge of Human Resource Management (HRM) knowledge. The introduction and beginning course focus on the cultural and institutional environment, especially in multinational management and global labor standards. The second part looks into functional areas such as recruitment, selection and training of employees at multinational companies, as well as employee relations. The course finishes with a documentary and a critical discussion on how to balance standardization and localization upon expanding operations globally.

Undergraduate can learn related theory and practice in IHRM and the knowledge of assigning labor in cross-cultural environments.

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

Course Procedure

This full online module consists of 16 lectures, each around 45 to 60 minutes (max. 16 hours) and watching a documentary of ca. 90 min. The remaining around 23 hours are dedicated to online interaction and related preparation activities, including Students teamwork assignments and presentations (17 hours)

Assessment Type

Assignment

- Part 1: teamwork assignment (1 hour), teamwork presentation & discussion (1 hour)
- Part 2: teamwork assignment on global labour standards, incl. own research (2-3 hours), teamwork presentations online (2 hours)
- Part 3: teamwork assignment on employee relations, incl. own research (2-3 hours), teamwork presentations online (2 hours)
- Part 4: teamwork assignment on internationalization, incl. own research (2-3 hours), teamwork presentations online (2 hours)



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Online Quiz (3 hour)

- Quiz 1 (60 min)
- Quiz 2 (120 min)

Tutorials to reflect on selected readings (4 hours)

Day 6: team work on selected reading (2 hours, include 1-hour preparation time for students)

Day 13: team work on selected reading (2 hours, include 1-hour preparation time for students)

The assessment for this course includes online quizzes (2) and a final online exam (max. 120 minutes).



Grading Policy

Quiz	40%
Final Exam	60%

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	Introduction	Chapter 1	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 2	American Factors	Documentary	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 3	West Factors	Documentary	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 4	Chinese Factors	Documentary	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 5	CULTURE CONTEXT	Chapter 2	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 6	Teamwork		Approximately 120 minutes online Interaction
Day 7	CULTURE CONTEXT & COMMUNICATION	Chapter 3	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 8	INSTITUTIONAL CONTEXT & IHRM	Chapter 4	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 9	RECRUITMENT & SELECTION OF TALENTS	Chapter 5	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 10	Quiz 1		Approximately 120 minutes online test
Day 11	STAFFING AT MNCs	Chapter 6	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition



Day 12	TRAINING AT MNCs	Chapter 7	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 13	Teamwork		Approximately 120 minutes online Interaction
Day 14	GLOBAL LABOUR STANDARDS	Chapter8	Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 15	Quiz 2		Approximately 120 minutes online test
Day 16	CASE STUDY I: CHINESE COMPANY		Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 17	CASE STUDY II: USA COMPANY		Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 18	CASE STUDY II: European COMPANY		Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 19	CASE STUDY III: Japanese COMPANY		Approximately 90 minutes recorded video lecture plus online materials, about 30 minutes fruition
Day 20	EXAM IHRM		Approximately 120 minutes online test