



北京理工大学国际特色课程

Beijing Institute of Technology Global Courses

# MGMT9270 - INTERNATIONAL HUMAN RESOURCE MANAGEMENT *Syllabus*

**July. 1 - July. 19, 2024**

---

Term Duration: July. 1 - July. 19, 2024

Credit Points: 4

Level: Postgraduate

Instructor Name: TBA

Home Institution: Beijing Institute of Technology

Lecture Hour: 9:00-12:00

---

## ***Course Description***

---

This course offers a comprehensive exploration of International Human Resource Management (IHRM), delving into the complexities of managing human resources in a global context. Through a combination of theoretical frameworks, practical case studies, and real-world examples, students will develop a deep understanding of the unique challenges and opportunities faced by multinational enterprises (MNEs) in managing their diverse workforce across borders. From recruitment and selection to training, compensation, and strategic planning, this course equips students with the knowledge and skills necessary to navigate the dynamic landscape of IHRM.

By examining current trends and emerging issues in global business environments, students will gain insights into how technological advancements, geopolitical shifts, and socio-cultural factors shape HRM practices on a global scale. Through interactive discussions and experiential learning activities, students will engage with contemporary debates and explore

innovative solutions to address the multifaceted challenges of managing human capital in an interconnected world.

### ***Course Aims:***

---

Upon successful completion of this course, students should be able to:

1. demonstrate a solid understanding of the key concepts, theories, and frameworks of International Human Resource Management;
2. evaluate the impact of cultural, legal, and institutional differences on HRM practices in international contexts;
3. apply strategic approaches to staffing, recruitment, selection, and performance management in multinational enterprises;
4. analyze the challenges and opportunities associated with managing global teams and fostering cross-cultural collaboration;
5. develop effective compensation, rewards, and retention strategies to attract and retain talent in diverse global markets;
6. critically assess ethical dilemmas and corporate social responsibility issues in international HRM, and propose solutions to mitigate risks and promote ethical conduct.

### ***Language of Instruction***

---

English

### ***Required Textbook***

---

***International Human Resource Management, 6th Edition***

**Author:** Peter J Dowling, Marion Festing, Allen Engle

**Publisher:** Cengage Learning

**ISBN:** 9781408032091

***International Human Resource Management: A Case Study Approach, 1st Edition***

**Author:** Daniel Wintersberger

**Publisher:** Kogan Page

**ISBN:** 9780749480981

Other materials provided by the course lecturer.

## ***Course Hours***

---

This course requires 48 hours of contact including 42 hours of lectures and one 6-hour field trip. Lectures are from Monday to Friday.

## ***Prerequisite Course***

---

None

## ***Course Schedule***

---

Week	Day	Lecture	Topic	Assignment/ Notes
Week 1	Day 1	Lecture 1	The Cultural Context of IHRM; The Organizational Context	Peter J Dowling (Chapter 2, 3)
	Day 2	Lecture 2	IHRM in Cross-Border Mergers & Acquisitions, International Alliances and SMEs	Peter J Dowling (Chapter 4)
	Day 3	Lecture 3	Sourcing Human Resources for Global Markets – Staffing, Recruitment and Selection	Peter J Dowling (Chapter 5); Daniel Wintersberger (Chapter 8)
	Day 4	Lecture 4	International Performance Management	Peter J Dowling (Chapter 6)
	Day 5	Lecture 5	International Training, Development and Careers	Peter J Dowling (Chapter 7)
Week 2	Day 6	Lecture 6	International Compensation	Peter J Dowling (Chapter 8)
	Day 7	Lecture 7	International Industrial Relations and The Global Institutional Context	Peter J Dowling (Chapter 5)
	Day 8	Lecture 8	Ethical Challenges and Corporate Social Responsibility in IHRM	Recommended Reading Materials Provided in Class
	Day 9	Lecture 9	Managing Global Teams and Leadership	Daniel Wintersberger (Chapter 3)
	Day 10	Industrial Visit		
Week 3	Day 11	Lecture 10	Global Labour Governance and Core Labour Standards	Daniel Wintersberger (Chapter 6)
	Day 12	Lecture 11	International HR Strategy and Organizational Design	Daniel Wintersberger (Chapter 12)

Day 13	Lecture 12	Change or Continuance in National Systems of HRM	Daniel Wintersberger (Chapter 13)
Day 14	Guided Revision		
Day 15	Final Exam		

**Note:** Students will be notified if the schedule of the field trip changes according to the situation.

## *Grading Policy*

---

Method	Percentage
Participation	10%
Quizzes	20%
Individual Assignments	30%
Group Project	40%
Total	100%

**Participation:** Students are expected to attend all course sessions punctually. Absences will impact the attendance grade. We will have some case studies, quizzes and group discussion in class and the performance will be considered as partial attendance points or bonus.

**Quizzes:** Short-answer quizzes, lasting 40 minutes, will be administered during class to assess understanding of recent topics.

**Individual Assignment:** This individual assignment entails the completion of a report, to be carried out independently by each student. Specific topics and detailed requirements for the report will be provided in class.

**Group Project:** This group project requires teams of 3-4 members to collaboratively prepare and submit a comprehensive report, followed by a presentation. Each group will present their findings in a session lasting approximately 30 minutes.

**Final Exam:** The final exam will be a comprehensive assessment encompassing all course content. This exam will have a duration of 3 hours, and students will be evaluated on their understanding and application of the material covered throughout the course.

## *Academic Honesty*

---

Academic honesty is not only a fundamental part of learning and teaching, but also a core value that this course embraces. Behaviors of academic dishonesty, as outlined hereinafter, are unacceptable and will be penalized:

- a) Plagiarism where students present work for assessment, publication or otherwise that is not their own, without appropriate attribution or reference to the original source. Plagiarism can include:
- i) paraphrasing or copying published and unpublished work without a reference;
  - ii) adopting the ideas or concepts of others, including the structure of an existing analysis without due acknowledgement by way of reference to the original work or source.
- b) Collusion, where students present work as independent work when it has in fact been produced in whole or in part with others unless prior permission for joint or collaborative work has been given by the Course Coordinator. Collusion can include:
- i) a student inappropriately assisting with or accepting assistance with the production of an assessment task;
  - ii) submitting work which is the same or substantially similar as another student's work for the same assessment task.
- c) Cheating, where a student acts in such a way as to seek to gain unfair advantage or assist another student to do so. Cheating can include:
- i) submitting falsified, copied or improperly obtained data relating to results of practicum, field trips or other work as if they were genuine; submitting an assessment task with the intention of deceiving or misleading the instructor about the student's contribution to the work;
  - ii) submitting an assessment task written or answered for the student by another person or which the student has copied from another person;
  - iii) submitting the same or a substantially similar piece of work for assessment in two different courses (except in accordance with approved study and assessment schemes);
  - iv) a student falsely indicating that they have been present at an activity where attendance is required;
  - v) completing an assessment task outside the conditions specified for that task.
- d) Cheating in Examinations means engaging in dishonest practice or breaching the rules regarding examinations, which can include:
- i) communicating in any way during an examination with any person who is not an examination supervisor inside or outside the examination venue;
  - ii) giving or accepting assistance from any person who is not an examination supervisor whilst in the examination venue;
  - iii) reading, copying from or otherwise using another student's work in an examination or knowingly allowing a student to do so;
  - iv) possessing, referring to or having access to any material or device containing information directly or indirectly related to the subject matter under examination, other than that explicitly approved by the Course Coordinator;
  - v) acquiring, or attempting to acquire, possess or distribute examination materials or information without approval;
  - vi) permitting another person to attend an examination on a student's behalf or attending an examination on behalf of another student;
- e) Other dishonest acts including but not limited to:
- i) altering or falsifying any document or record for the purposes of gaining academic advantage;
  - ii) offering or giving money or any item or service to a University staff member or any other person to gain academic advantage for the student or another person;
  - iii) inventing references.