International Human Resource Management

Course Syllabus

Ⅰ、Course Introduction

1. Course No.: HR410
2. Course Name(Chinese/English): 国际人力资源管理/International Human Resource Management
3. Period/Credits: 36/2
4. Department: Antai College of Economics & Management
7. Textbook, Reference Books:

Ⅱ、Course Characters and Objects

This course is an introductory lecture in International Human Resource Management (IHRM), an elective course. It is designed to introduce students to the nature of managing human resources in multinational firms. It explores the complexities of IHRM and distinguishes international from domestic HR practices. The purpose of the course is provide students with an in-depth understanding of the basic problems inherent in IHRM to either prepare them for further work in the IHRM field or to give them a sound basis to understand the international corporate dimensions of their own careers...or both. Above all, the principle focus of this course is developing a comprehensive and integrated treatment of international HRM.

Ⅲ、Contents and Requirements
As follows:

Chapter 1   Introduction: The Enduring Context of IHRM
Chapter 2   The Organizational Context of IHRM
Chapter 3   IHRM: Sustaining the International Business Operations
Chapter 4   Recruiting and Selecting International Staff
Chapter 5   Training and Development of International Staff
Chapter 6   International Compensation
Chapter 7   Performance Management for International Staff
Chapter 8   Repatriation and Knowledge Management
Chapter 9   The Transfer of Employment Practice across Borders
Chapter 10  Industrial Relations
Chapter 11  IHRM Trends and Future Challenges

IV 、Experiment Contents and Requirements

This course carries out in both lectures and case study. There are 11 periods of lectures and 7 of case studies.

Case1: Movie of Outsourced.
Case2: Internationalization of human resource at OBI.
Case3: The high potential program in Lenovo.
Case4: Quality compliance at the Hawthorn Arms
Case5: In a world of pay
Case6: Jaguar or Bluebird (A)
Case7: Toivonen Paper in the US: Human resource implications for foreign corporate ownership

V 、Requirement for Students Ability Development

This course helps the students to have an in-depth understanding of the basic problems inherent in IHRM to either prepare them for further work in the IHRM field or to give them a sound basis to understand the international corporate dimensions of their own careers...or both.

VI 、Others

Following are recommended:
1. Teaching Website, Teaching Reference Website:
   http://www.shrm.com/ The strategic human resource management society
   http://www.harzing.com/resources.htm

2. Study Requirements
   
   Participation = 20 points
   Cases analyses = 20 points
   Classroom examinations = 60 points

   Total Available Points = 100 points

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Seal of the Department:

Signature of the Supervisor of the School(or Department):

Date: 2010 年 11 月