1. **Title of the module**

BUSN7530 (CB753) International and Comparative Human Resource Management

1. **School or partner institution which will be responsible for management of the module**

Kent Business School

1. **The level of the module (Level 4, Level 5, Level 6 or Level 7)**

Level 6

1. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTS)

1. **Which term(s) the module is to be taught in (or other teaching pattern)**

Spring

1. **Prerequisite and co-requisite modules**

None

1. **The programmes of study to which the module contributes**

BSc International Business and associated programmes

BSc Management and associated programmes

BA Business Top-up

1. **The intended subject specific learning outcomes.  
   On successfully completing the module students will be able to:**

8.1 demonstrate critical understanding of and ability to evaluate variations in HRM practices across national contexts

8.2 demonstrate in-depth knowledge and understanding of multi-national organisations in terms of their structure and operations in relation to HRM practices

8.3 evaluate complex cultural influences on HRM practices within multi-national organisations

8.4 critically assess how the design of international HRM policies is impacted by variation in HRM practices in different cultural contexts

8.5 critically assess the convergence and divergence of international HRM practices both within and between MNCs

8.6 demonstrate understanding of current theoretical and practical developments in international HRM

1. **The intended generic learning outcomes.  
   On successfully completing the module students will be able to:**

9.1 organise and present an analysis as a considered viewpoint;

9.2 select, organise and synthesise complex information from a variety of sources;

9.3 communicate effectively to a variety of audiences and/or using a variety of methods

9.4 plan, work and study independently making use of resources which are reflective of current best practice;

9.5 demonstrate efficient time management skills.

1. **A synopsis of the curriculum**

International and Comparative Human Resource Management aims to provide an analysis of HRM practices in different national contexts as well as multi-national organisations. Indicative topics may include:

* International HRM practices in different national contexts
* HRM in Multi-National Organizations
* HRM Leadership in Multi-National Organizations
* International staffing policies and expatriate management
* Cultural differences and HRM practices
* Ethical issues in International HRM
* Convergence theory and International HRM
* The future of International HRM in the 21st Century

1. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

Brewster, C., Houldsworth, E., Sparrow, P. & Vernon, G. (2016) *International Human Resource Management,* Fourth Edition. London: CIPD

Edwards, T. & Rees, C. (2017) *International Human Resource Management: Globalization, National Systems and Multinational Companies,* Third Edition. Harlow: Pearson Education Ltd.

Reiche, B.S., Harzing, A. & Tenzer, H. (2019) *International Human Resource Management,* Fifth Edition. London: Sage.

1. **Learning and teaching methods**

Total contact hours: 21

Private study hours: 129

Total study hours: 150

1. **Assessment methods**
   1. Main assessment methods

Examination, unseen 2 hours (70%)

In-Course Test - Timed Essay, 45 minutes (20%)

Group Presentation (10%)

13.2 Reassessment methods

Reassessment Instrument: 100% exam

1. **Map of module learning outcomes (sections 8 & 9) to learning and teaching methods (section12) and methods of assessment (section 13)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Module learning outcome** | *8.1* | *8.2* | *8.3* | *8.4* | *8.5* | *8.6* | *9.1* | *9.2* | *9.3* | *9.4* | *9.5* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |  |  |  |
| *Private Study* | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| *Lectures* | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |  |  |  |
| *Seminars* | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |  |  |
| **Assessment method** |  |  |  |  |  |  |  |  |  |  |  |
| *Examination* | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| *Timed Essay* | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| *Group Presentation* | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |  | **X** |

1. **Inclusive module design**

The School recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

a) Accessible resources and curriculum

b) Learning, teaching and assessment methods

1. **Campus(es) or centre(s) where module will be delivered**

Canterbury

1. **Internationalisation**

The focus of this module, the learning outcomes attached to it and the assessment concentrate on HRM in international contexts. Its builds an understanding of the internationalisation of the HRM function and promotes an appreciation of cultural differences such that these are reflected in the development and implementation of HRM policy within multinational and global organisations.

**FACULTIES SUPPORT OFFICE USE ONLY**

**Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Date approved | Major/minor revision | Start date of the delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
| 28/02/20 | Major | January 2021 | 7,8,9,10,11,13,14 | No |
|  |  |  |  |  |

Revised FSO Jan 2018