



COURSE DESCRIPTION
ISH3100 International Human Resource Management
Bachelor's program courses

1. Degree	Bachelor of Human Resource Management
2. Semester	6
3. Credits	7,5
4. Course instructor	Associate Professor Joyce McHenry
5. Contact hours	36 hours
6. Learning outcome	<p>Knowledge After this course, the student will have a broad knowledge of IHRM theories, issues, processes, tools and methods. The student will also be familiar with both the history of the academic IHRM field and future research work in IHRM and knows how to update his/her knowledge in the field</p> <p>Skills The student will be able to find and evaluate academic IHRM knowledge and apply relevant results of research and development work to practical and theoretical IHRM challenges and make well-founded choices and present it in a manner that sheds light on the IHRM challenges</p> <p>General Competence The student has insight into relevant academic and professional IHRM ethical issues, can plan and carry out varied IHRM assignments and projects over time, alone or as part of a group, and in accordance with ethical requirements and principles. Furthermore the student can communicate in writing and orally important academic IHRM matters and can exchange opinions and experiences with others with a background in the field and is familiar with new thinking in IHRM</p>
7. Course contents	<p>The course content is divided in three parts: The first part introduces the topic of IHRM and links it up to the general business trend of globalisation. The second part analysis the cultural and organizational context of IHRM. In particular the impact of National Culture on IHRM, Internationalisation strategy and the tension between standardisation and localisation of IHRM practices, as well as IHRM in cross border mergers and acquisitions are investigated. The third Part introduces the most common IHRM practices, such as Sourcing human resources for global companies; International</p>

	Performance Management; International training, development and careers; International compensation; and International industrial Relations and Ethics
8. Method of instruction	The course will be taught through lectures, practical work with real projects and discussions in class. The students will also be engaged in a variety of classroom and group presentations. The students are required to invest considerable efforts in the learning process.
9. Relations to external business	External lecturers with business experience will strengthen the learning process.
10. Assessment	Final 72 hours individual exam: 100 % All aids allowed.
11. Course syllabus	<p>Dowling, P. Festing, M. and Engle, A.D. 2013. <i>International Human Resource Management</i>, 6th edition, Boston: Cengage. ISBN: 9781408032091. Pages: 280. Price: 578,-</p> <p>Course Compendium:</p> <p>Chiang, F. 2005. "A critical examination of Hofstede's thesis and its application to international reward management". <i>International Journal of Human Resource Management</i>, 16(9): 1545-1563</p> <p>Economist. 2008. "A bigger world – special report on globalization", <i>The Economist</i>, 20. September.</p> <p>Hofstede, G. 1994. "The business of international business is culture". <i>International Business Review</i>. 3(1):1–14</p> <p>Hooker, J. 2009. "Corruption from a cross-cultural perspective". <i>Cross-Cultural Management</i>. 16(3): 251–267</p> <p>Peltokorpi, Vesa og Fabian, Froese. 2009. "Organizational expatriates and self-initiated expatriates: who adjusts better to work and life in Japan?" <i>International Journal of Human Resource Management</i>. 20 (5): 1096-112</p> <p>Saeed, J. 2005. Ch 2: "Understanding Cross-Cultural Management Dimensions" In: <i>Managing organizations in a global economy</i>, pp 25-50, Australia: Thomson</p> <p>Sitkin, A, og Bowen, N. 2010. Chap. 8 "Modes of Internationalization", in <i>International Business, challenges and choices</i>, Oxford: Oxford University Press.</p>
12. Recommended reading	Brouways, M-J og Price, R. 2011. <i>Understanding Cross-cultural Management</i> , Financial Times Press 2/E. ISBN

	9780273732952. Pages: 432
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