

Title of course	<b>Global HR Management</b>
Responsible instructor	Prof. Gema Garcia Lujan Avila
Learning objectives	<ul style="list-style-type: none"> <li>▪ What business models are driving the international HR agenda? What are the links between IHRM and business strategy?</li> <li>▪ How effective and important for business is the role of the international personnel and development manager?</li> <li>▪ Is there a difference between international HRM and HRM in a domestic context? Does international HRM influence the business agenda more than domestic HRM?</li> <li>▪ What is the impact of international HRM on organizational effectiveness?</li> <li>▪ What are the keys to success in international HRM?</li> <li>▪ What are the different international HR models of organization being used?</li> <li>▪ What are issues involved in identifying best practice to support vertical/global/international/regional businesses?</li> <li>▪ What diagnostic frameworks and processes can be defined to help international personnel and development managers make informed choices?</li> </ul>
Course contents	<ul style="list-style-type: none"> <li>• Introduction</li> <li>• The Cultural Context of IHRM</li> <li>• The Organizational Context</li> <li>• Globalization &amp; HRM: organizational drivers of globalization</li> <li>• The impact of technology on global HRM</li> <li>• Developing global themes: capabilities, employer branding and talent management</li> <li>• IHRM in Cross-Border Mergers &amp; Acquisitions, International Alliances: managing international mobility</li> <li>• Sourcing Human Resources for Global Markets – Staffing, Recruitment and Selection</li> <li>• International Performance Management</li> <li>• International Training, Development and Careers</li> <li>• International Compensation</li> <li>• International Industrial Relations and The Global Institutional Context</li> <li>• IHRM Trends and Future Challenges</li> </ul>
Teaching methods	<ul style="list-style-type: none"> <li>▪ Lectures</li> <li>▪ Exercises</li> <li>▪ Case studies</li> <li>▪ Discussion</li> <li>▪ Project work</li> <li>▪ Student presentations</li> <li>▪ Self-study</li> </ul>
Prerequisites	There are no formal requirements.
Suggested reading	<p>Preferably most recent edition:</p> <ul style="list-style-type: none"> <li>▪ Christiansen, L. C., Biron, M., Budhwar, P., &amp; Harney, B. (Eds.). (2017). <i>The global human resource management casebook</i>.</li> </ul>

	<p>Routledge.Higgins, R.: Analysis for Financial Management, McGrawHill</p> <ul style="list-style-type: none"> <li>▪ Sparrow, P., Brewster, C., &amp; Harris, H. (2014). Globalizing human resource management.</li> </ul>
Applicability	This course is also applicable to other study programmes in Business or Economics offered by Schmalkalden University of Applied Sciences.
Workload	<p>Total workload: 150 hours, of them:</p> <ul style="list-style-type: none"> <li>▪ Lecture: 60</li> <li>▪ Self-study: 90, of them: <ul style="list-style-type: none"> <li>▪ Course preparation (in particular reading): 25</li> <li>▪ Follow-up: 15</li> <li>▪ Preparation for academic research project: 30</li> <li>▪ Exam preparation: 30</li> </ul> </li> </ul>
ECTS credit points and weighting factor	<p>5 ECTS credit points; Weighting factor:</p> <p>a) Study programmes in Business and Economics and in International Business and Economics: 5/180</p> <p>b) Study programmes in Economics, in Business Administration and in Business Psychology: 5/210</p>
Basis of student evaluation	<ul style="list-style-type: none"> <li>▪ Comprehensive written examination, 60 minutes (80%)</li> <li>▪ Student research project (20%)</li> </ul>
Time	3 <sup>rd</sup> – 6 <sup>th</sup> /7 <sup>th</sup> semester
Frequency	Generally each academic year
Duration	One semester
Course type	Elective course
Remarks	Teaching language is English.