

| | |
|---|---|
| title of course | Strategic International Human Resources Management |
| responsible instructor | Prof. Dr. Andreas Kammel |
| course objectives and learning outcomes | Develop student's capacities to compute, analyze, interpret, apply, synthesize, and evaluate the complex knowledge of Strategic International Human Resources Management |
| course contents | <p>Students are able to acquire knowledge and skills of the following types of knowledge and skills, respectively:</p> <p>1) factual knowledge:</p> <ul style="list-style-type: none"> - in HRM - in Strategic Management - in International Management - concerning inter-cultural competencies <p>2) conceptual skills:</p> <ul style="list-style-type: none"> - understanding the multiple interrelations between strategy, multinational global and task environment, organization design and culture and the various impacts on practicing successful HRM in international corporations - understanding how a SIHRM framework can be used as a conceptual foundation for HR practices in organizations worldwide. <p>3) procedural skills:</p> <ul style="list-style-type: none"> - problem solving approaches in HRM - Benchmarking HR best practices - using theories as a starting point to create successful HR practices - applying research methods in personnel management <p>4) metacognitive skills:</p> <ul style="list-style-type: none"> - critical thinking about personnel management, - combining theory and practice, - applying complex concepts and practices in an often ambiguous organizational setting. <p>course outline:</p> <p>1 Introduction to Management</p> <p>1.1 The International Environment of Management</p> <p>1.2 National Culture and Corporate Culture</p> <p>1.3 Strategic Planning</p> <p>1.4 Management and the New Workplace</p> <p>2 Human Resources Management</p> <p>2.1 A SIHRM Framework</p> <p>2.2 Impact of Culture/Cultural Context</p> <p>2.3 The Strategic Role of HRM</p> <p>2.4 Attracting an Effective Workforce</p> <p>2.5 Staffing: Sourcing HR for Global Markets</p> <p>2.6 International Training, Development and Careers</p> <p>2.7 International Compensation</p> <p>2.8 International Industrial Relations and Global Institutional Context</p> <p>2.9 HRM Trends and the Changing Workplace</p> |
| teaching methods | <ul style="list-style-type: none"> - lectures - exercises - work shop design - case studies - discussion - E-Learning - project work - student presentations |

| | |
|---|---|
| | - self-study |
| prerequisites | There are no formal requirements. |
| suggested reading | literature (preferably most recent edition): <i>Dowling, P.J./Festing, M./Engle, A.D. International Human Resources Management, Hampshire UK</i> |
| applicability | This course is in particular applicable to the following courses of the Master programme International Business and Economics (M.A., "IBE"): - Organizational Behavior - International Management (if available) This course is also applicable to other business-oriented Master programmes offered by Schmalkalden University of Applied Sciences. |
| workload | total workload: 180 hours, of them: 1) lecture: 45 2) self-study: 135, of them: - course preparation (in particular reading) - follow-up - preparation for academic research project - exam preparation |
| ECTS credit points and weighting factor | 6 ECTS credit points; weighting factor: 6/120 (IBE) or 6/90 (Finance), respectively |
| basis of student evaluation | - comprehensive written examination, 90 minutes (80%) - student presentation in class (20%) |
| time | first academic year |
| frequency | each academic year |
| duration | 1 semester |
| course type | elective course |
| remarks | Teaching language is English. |