



Curriculum - 2017

BBA Hons (Human Resource Management) Degree Program

Faculty of Management and Finance

University of Ruhuna

HRM 32413: International Human Resource Management

Level: 3000

Number of Credits : 03

Course Description

International human resource management is concerned with effective utilization of human resources in an international context. It covers the forms of internationalization, and practices and policies relevant to managing human resources in an international context.

Intended Learning Outcomes

At the end of the course, the student will be able to;

- Explain the concepts, theories, models and techniques of international human resource management.
- Discuss the cultural and organizational influence on designing human resource policies and practices in an international setting.
- Formulate strategies to manage human resource related issues in global context.

Teaching/Learning Methods

Lectures, case studies, group discussions, and workshops

Methods of Assessment

In-course Assessments	: 30%
End Semester Examination	: 70%

Course Contents

1. Introduction to international human resource management
2. Cultural context of international human resource management
3. Organizational context of international human resource management
4. Sourcing human resources for global markets: staffing, recruitment and selection
5. International training and development
6. International performance management
7. International compensation
8. Repatriation and career issues
9. International industrial relations and the global institutional context
10. Trends and future challenges of international human resource management

Recommended Readings

1. Dowling, P., Festing, M. and Engle, A.D. (2017). International Human Resource Management, (6th Ed.). United Kingdom: Cengage Learning EMEA.
2. Tarique, I., Briscoe, D.R. and Schuler, R. S. (2016). International Human Resource Management: Policies and Practices for Multinational Enterprises, (5th Ed.). New York: Routledge.