

325-687 International Human Resource Management

Credit Points:	12.500
Level:	Graduate/Postgraduate
Dates & Locations:	2008, This subject commences in the following study period/s: Semester 2, - Taught on campus.
Time Commitment:	Contact Hours: Three hours of classes per week (Semester 2). Total Time Commitment: Not available
Prerequisites:	Entry into the Master of International Business or Master of Human Resource Management.
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	<p><p>For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Student Support and Engagement Policy, academic requirements for this subject are articulated in the Subject Overview, Learning Outcomes, Assessment and Generic Skills sections of this entry.</p> <p>It is University policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel their disability may impact on meeting the requirements of this subject are encouraged to discuss this matter with a Faculty Student Adviser and Student Equity and Disability Support: http://services.unimelb.edu.au/disability</p></p>
Coordinator:	Associate Professor Y Zhu
Subject Overview:	This subject will examine the challenge of managing a global workforce in an international setting. The relationships between the external environment, organisational factors, and international HRM strategies and practices will be studied from both a theoretical and empirical perspective. The key issues considered will be cultural diversity in global business; international recruitment and selection; international performance management; training and development for global workforces; international compensation and international comparison of labour relations.
Assessment:	One 2-hour examination (50%) and assignments not exceeding 3000 words (50%).
Prescribed Texts:	None
Breadth Options:	This subject is not available as a breadth subject.
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Generic Skills:	<p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> # explain the cross-cultural issues in dealing with an international workforce # evaluate and analyse the relationships between the external environment, organisational factors and international HRM strategies # analyse the impact of local labour relations and employment policies on the firm's HRM strategies # analyse the implications of the differences between HRM in domestic and international settings # identify changes in international human resource management practice. <p>On successful completion of this subject, students should have improved the following generic skills:</p>

	<ul style="list-style-type: none"># Problem solving and critical thinking skills, which should be developed through group discussion and major project work;# Communication skills and collaborative learning, which should be developed through group work and oral presentations in class;# Application of theory to practice, which should be enhanced by analysing case studies;# Synthesis of information, which should be fostered by evaluating international HRM strategies and practices;# Research, both in terms of accessing the appropriate material and analysing this information.
Related Course(s):	Master of Human Resource Management Master of International Business Master of International Business