

## MGMT30004 International Human Resource Management

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| <b>Credit Points:</b>                    | 12.50                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Level:</b>                            | 3 (Undergraduate)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Dates &amp; Locations:</b>            | 2011, Parkville<br>This subject commences in the following study period/s:<br>Semester 2, Parkville - Taught on campus.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Time Commitment:</b>                  | Contact Hours: One 2-hour lecture and a 1-hour tutorial per week Total Time Commitment: 3 hours per week plus a minimum of 6 hours per week in self directed study                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Prerequisites:</b>                    | <b><u>MKTG20010 Managing Conflict in the Workplace</u></b> ( <a href="#">../view/current/MKTG20010</a> ) or <b><u>MGMT20001 Organisational Behaviour</u></b> ( <a href="#">../view/current/MGMT20001</a> ) or <b><u>MGMT20004 Human Resource Management</u></b> ( <a href="#">../view/current/MGMT20004</a> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Corequisites:</b>                     | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Recommended Background Knowledge:</b> | Please refer to Prerequisites and Corequisites.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Non Allowed Subjects:</b>             | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Core Participation Requirements:</b>  | For the purposes of considering requests for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this subject are articulated in the Subject Description, Subject Objectives, Generic Skills and Assessment Requirements for this entry. The University is dedicated to provide support to those with special requirements. Further details on the disability support scheme can be found at the Disability Liaison Unit website: <a href="http://www.services.unimelb.edu.au/disability/">http://www.services.unimelb.edu.au/disability/</a>                                                                                                                                           |
| <b>Coordinator:</b>                      | Mr Paul Evans                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Contact:</b>                          | Email: <a href="mailto:evansp@unimelb.edu.au">evansp@unimelb.edu.au</a> ( <a href="mailto:evansp@unimelb.edu.au">mailto:evansp@unimelb.edu.au</a> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Subject Overview:</b>                 | Globalisation challenges managers and employees to grapple with complex issues as they seek to gain competitiveness. This subject will provide an examination of international human resource management (IHRM), particularly firm-level human resource strategies in the international competitive environment. The relationships between the external environment, organisational factors, and international HRM strategies and practices will be studied from both theoretical and practical perspectives. The subject will include topics such as strategic issues for international HRM, HRM in a variety of international organisational forms, cross-cultural issues and expatriate management, and HR practices in Asia, Europe and the US.                                                    |
| <b>Objectives:</b>                       | <ul style="list-style-type: none"> <li># Be able to have an understanding of theoretical discussion about international human resource management (HRM) issues</li> <li># Be able to analyse and evaluate the body of empirical research conducted on international human resource management matters</li> <li># Be aware of the changing international human resource management practice under the globalization process and be capable of formulating research exercises in these topics</li> </ul>                                                                                                                                                                                                                                                                                                 |
| <b>Assessment:</b>                       | A 2-hour examination (50%), written work not exceeding 4000 words (40%) and class presentations and participation (10%).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Prescribed Texts:</b>                 | You will be advised of prescribed texts by your lecturer.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Breadth Options:</b>                  | This subject potentially can be taken as a breadth subject component for the following courses: <ul style="list-style-type: none"> <li># <b><u>Bachelor of Arts</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-ARTS">https://handbook.unimelb.edu.au/view/2011/B-ARTS</a>)</li> <li># <b><u>Bachelor of Biomedicine</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-BMED">https://handbook.unimelb.edu.au/view/2011/B-BMED</a>)</li> <li># <b><u>Bachelor of Environments</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-ENVS">https://handbook.unimelb.edu.au/view/2011/B-ENVS</a>)</li> <li># <b><u>Bachelor of Music</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-MUS">https://handbook.unimelb.edu.au/view/2011/B-MUS</a>)</li> </ul> |

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|                                  | <p># <b>Bachelor of Science</b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-SCI">https://handbook.unimelb.edu.au/view/2011/B-SCI</a>)</p> <p># <b>Bachelor of Engineering</b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-ENG">https://handbook.unimelb.edu.au/view/2011/B-ENG</a>)</p> <p>You should visit <b>learn more about breadth subjects</b> (<a href="http://breadth.unimelb.edu.au/breadth/info/index.html">http://breadth.unimelb.edu.au/breadth/info/index.html</a>) and read the breadth requirements for your degree, and should discuss your choice with your student adviser, before deciding on your subjects.</p> |
| <b>Fees Information:</b>         | Subject EFTSL, Level, Discipline & Census Date, <a href="http://enrolment.unimelb.edu.au/fees">http://enrolment.unimelb.edu.au/fees</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Generic Skills:</b>           | <p># High level of development: oral communication; written communication; problem solving; application of theory to practice; interpretation and analysis; critical thinking; synthesis of data and other information; evaluation of data and other information; accessing data and other information from a range of sources; receptiveness to alternative ideas.</p> <p># Moderate level of development: collaborative learning; team work; statistical reasoning; use of computer software.</p>                                                                                                                                                     |
| <b>Related Course(s):</b>        | Graduate Diploma in Management Studies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Related Breadth Track(s):</b> | Managing People                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |