

## MGMT90027 International Human Resources

<b>Credit Points:</b>	12.5
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2015, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught on campus. Semester 2, Parkville - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: Three hours of classes per week Total Time Commitment: Approximately 2.5 hours of personal study per hour of class time is required to achieve a satisfactory level of performance
<b>Prerequisites:</b>	None
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<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>	Dr Jennifer Gao
<b>Contact:</b>	Semester 1: TBC Semester 2: <a href="mailto:jennifer.gao@unimelb.edu.au">jennifer.gao@unimelb.edu.au</a> (mailto: <a href="mailto:jennifer.gao@unimelb.edu.au">jennifer.gao@unimelb.edu.au</a> )
<b>Subject Overview:</b>	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.
<b>Learning Outcomes:</b>	<b>On successful completion of this subject, students should be able to:</b> <ul style="list-style-type: none"> <li># Explain the cross-cultural issues in dealing with an international workforce;</li> <li># Evaluate and analyse the relationships between the external environment, organisational factors and international HRM strategies;</li> <li># Analyse the impact of local labour relations and employment policies on the firm's HRM strategies;</li> <li># Analyse the implications of the differences between HRM in domestic and international settings; and</li> <li># Identify changes in international human resource management practice.</li> </ul>
<b>Assessment:</b>	2 hour end-of-semester examination (50%); 1000 word individual assignment due in week 4-6 (20%); and 2000 word group assignment due in week 10 (30%).
<b>Prescribed Texts:</b>	None
<b>Breadth Options:</b>	This subject is not available as a breadth subject.

<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><b>On successful completion of this subject, students should have improved the following generic skills:</b></p> <ul style="list-style-type: none"> <li># Problem solving and critical thinking skills, which should be developed through group discussion and major project work;</li> <li># Communication skills and collaborative learning, which should be developed through group work and oral presentations in class;</li> <li># Application of theory to practice, which should be enhanced by analysing case studies;</li> <li># Synthesis of information, which should be fostered by evaluating international HRM strategies and practices; and</li> <li># Research, both in terms of accessing the appropriate material and analysing this information.</li> </ul>
<b>Notes:</b>	<p>This subject has a quota of 70.</p> <p>Students will be selected into the subject as they self-enrol during the timely re-enrolment period. If the enrolment quota is exceeded, Master of International Business students will be given preference. Any students enrolling after the quota has been reached will be withdrawn from the subject and advised of the alternative subjects available.</p>
<b>Related Course(s):</b>	<p>Master of Human Resource Management  Master of International Business  Master of International Business  Master of Management  Master of Management  Master of Management (Human Resources)  Master of Management (Human Resources)</p>