American Public University System

The Ultimate Advantage is an Educated Mind

School: Management
Course Number: HRMT 427
Course Name: International Human Resource Management
Credit Hours: 3
Length of Course: 8 weeks
Prerequisite: none

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Instructor Information

(Biography)

Instructor:
Email:
Phone:
Office Hours:

Course Description (Catalog)

This course explores the importance of international business management in the context of international human resource management, including topics on culture, compensation and benefits, international organizations and their structures, international assignment management and the legal and regulatory considerations that global organizations face. This course will help students identify differences in operating a domestic versus and international business and how business practices will need to be adapted to operate successfully in foreign markets.

Course Scope

High costs and difficulties associated with expatriation together with the impact of cultural differences on an expatriate's ability to perform effectively are the reasons why many companies with international operations are developing local managers in the countries in which they operate. This course provides the student with a basic understanding of international human resource issues including organizational needs, employee recruitment, interviewing, selection, equal employment opportunities, and career planning from a global perspective. Specialized organizational needs are discussed including, (a) The understanding of other cultures and corporate cultures, as well as the forces that influence the organization (b) training and supervising in a culturally diverse workforce (c) selection, hiring, career progression and employee termination management practices (d) cultivating global leadership skills (e) identify the skills needed to succeed in the global marketplace.

Course Objectives

After successfully completing this course, you will be able to:

1. Identify various facets of the IHRM function, including, Global workforce planning and international assignee selection and management
2. Develop an awareness of legal and regulatory environments and implications of operating in an international organization.
3. Acquire an ability to understand international law and regulatory procedures.
4. Develop an understanding of legal aspects of the European Union and international ethics
5. Develop an understanding of organizational design in global operations.
6. Describe the potential for international orientation and strategies along with modes of entry

Course Delivery Method

This course delivered via distance learning will enable students to complete academic work in a flexible manner, completely online. Course materials and access to an online learning management system will be made available to each student. Online assignments are due by Sunday evening of the week as noted and include Discussion Board questions (accomplished in groups through a threaded discussion board), examination, and individual assignments

submitted for review by the Faculty Member). Assigned faculty will support the students throughout this eight-week course.

Course Materials

Required Course Textbooks

Schuler, R., Briscoe, D. & Claus, L. (2008). International human resource management, 3rd Ed. Routledge. http://www.routledge.com/books/International-Human-Resource-Management-isbn9780415773515

Required Readings

Assignments may require that you conduct independent research. You are encourged to use the University Library Databases to search for academic peer reviewed articles.

Additional Resources

American Psychological Association. (2009). *Publication manual of the American Psychological Association. (6th ed.)*. Washington, DC: American Psychological Association. ISBN: 1-4338-0561-8

Websites

In addition to the required course texts the following public domain Websites are useful. Please abide by the university's academic honesty policy when using Internet sources as well. Note web site addresses are subject to change.

Site Name	Website URL/Address
Society of Human Resource Management	www.shrm.org

Evaluation Procedures

Grade Instruments	Points Possible	% of Final Grade
Forum 1 (week 1)	100	8%
Forum 2 (week 2)	100	8%
Paper #1 (Week 3)	100	10%
Forum 3 (week 4)	100	8%
Mid-term Exam (Week 5)	100	25%
Paper #2 (Week 6)	100	10%
Forum 4 (week 6)	100	8%

Forum 5 (week 7)	100	8%
Final Paper (Week 8)	100	15%
TOTAL	**900 Points**	**100%**

8 – Week Course Outline

Please see the Student Handbook to reference the University's grading scale

Week	Topic	Learning Objectives	Readings	Assignment
1	• Chapter 1	• **LO1:** Identify various facets of the IHRM function, including, Global workforce planning and international assignee selection and management	**Text Readings:** Chapter 1 In Course Materials: Syllabus **Website: See list**	Forum Introduction Forum #1 HRM challenges of networked firms
2	⚜ Chapter 2	• **LO2:** Develop an awareness of legal and regulatory environments and implications of operating in an international organization.	Chapter 2	Forum #2 Describe the approaches to creating international firms.
3	• Chapters 3,4	• **LO3:** Acquire an ability to understand international law and regulatory procedures.	Chapters 3, 4	**Paper #1 due** Selecting people for International assignments.

4	⊥ Chapter 5	• **LO3:** Acquire an ability to understand international law and regulatory procedures.	Chapter 5	Forum #3 Challenges in training expatriate managers.
5	⊥ Chapter 6	• **LO1:** Identify various facets of the IHRM function, including, Global workforce planning and international assignee selection and management • **LO2:** Develop an awareness of legal and regulatory environments and implications of operating in an international organization. • **LO3:** Acquire an ability to understand international law and regulatory procedures.	Chapters 1, 2, 3, 4, 5 & 6	**Mid Term Exam**
6	⊥ Chapters 7	⊥ **LO4:** Develop an understanding of legal aspects of the European Union and international ethics.	Chapter 7	Forum #4 Factors confronting returning expatriates
7	⊥ Chapter 8	• **LO5:** Develop an understanding of organizational design in global operations.	Chapter 8	Forum #5: Labor environment for unions.

8	↓ Chapters 1 -8	• **LO6**: Describe the potential for international orientation and strategies along with modes of entry	Chapters 1-8	Final Paper

Policies

Please see the Student Handbook to reference all University policies. Quick links to frequently asked question about policies are listed below.

> Drop/Withdrawal Policy
> Plagiarism Policy
> Extension Process and Policy
> Disability Accommodations

Writing Expectations
All written submissions should be submitted in a font and page set-up that is readable and neat. It is recommended that students try to adhere to a consistent format, which is described below.
- Typewritten in double-spaced format with a readable style and font and submitted inside the electronic classroom (unless classroom access is not possible and other arrangements have been approved by the professor).
- Arial 11 or 12-point font or Times New Roman styles.
- Page margins Top, Bottom, Left Side and Right Side = 1 inch, with reasonable accommodation being made for special situations and online submission variances.
- All work including discussion postings must include a reference citation and proper in text citations in APA format.

Citation and Reference Style
Attention Please: Students will follow the APA 6th Edition as the sole citation and reference style used in written work submitted as part of coursework to the University. Assignments completed in a narrative essay or composition format must follow the citation style cited in the APA manual.

Late Assignments

Students are expected to submit classroom assignments by the posted due date and to complete the course according to the published class schedule. As adults, students, and working professionals I understand you must manage competing demands on your time. Should you need additional time to complete an assignment please contact me before the due date so we can discuss the situation and determine an acceptable resolution. Routine submission of late assignments is unacceptable and may result in points deducted from your final course grade.

Netiquette

Online universities promote the advance of knowledge through positive and constructive debate--both inside and outside the classroom. Discussions on the Internet, however, can occasionally degenerate into needless insults and "flaming." Such activity and the loss of good manners are not acceptable in a university setting--basic academic rules of good behavior and proper "Netiquette" must persist. Remember that you are in a place for the fun and excitement of learning that does not include descent to personal attacks, or student attempts to stifle the discussion of others.

- **Technology Limitations:** While you should feel free to explore the full-range of creative composition in your formal papers, keep e-mail layouts simple. The Educator classroom may not fully support MIME or HTML encoded messages, which means that bold face, italics, underlining, and a variety of color-coding or other visual effects will not translate in your e-mail messages.
- **Humor Note:** Despite the best of intentions, jokes and--especially--satire can easily get lost or taken seriously. If you feel the need for humor, you may wish to add "emoticons" to help alert your readers: ;-), :), ☺

Disclaimer Statement

Course content may vary from the outline to meet the needs of this particular group.

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Online Library

The Online Library is available to enrolled students and faculty from inside the electronic campus. This is your starting point for access to online books, subscription periodicals, and Web resources that are designed to support your classes and generally not available through search engines on the open Web. In addition, the Online Library provides access to special learning

resources, which the University has contracted to assist with your studies. Questions can be directed to **librarian@apus.edu**.

- **Charles Town Library and Inter Library Loan:** The University maintains a special library with a limited number of supporting volumes, collection of our professors' publication, and services to search and borrow research books and articles from other libraries.
- **Electronic Books:** You can use the online library to uncover and download over 50,000 titles, which have been scanned and made available in electronic format.
- **Electronic Journals:** The University provides access to over 12,000 journals, which are available in electronic form and only through limited subscription services.
- *Tutor*.**com**: AMU and APU Civilian & Coast Guard students are eligible for 10 free hours of tutoring provided by APUS. Tutor.com connects you with a professional tutor online 24/7 to provide help with assignments, studying, test prep, resume writing, and more. Tutor.com is tutoring the way it was meant to be. You get expert tutoring whenever you need help, and you work one-to-one with your tutor in your online classroom on your specific problem until it is done.

Request a Library Guide for your course (http://apus.libguides.com/index.php)
The AMU/APU Library Guides provide access to collections of trusted sites on the Open Web and licensed resources on the Deep Web. These are specially tailored for academic research at APUS:

- Program Portals contain topical and methodological resources to help launch general research in the degree program. To locate, search by department name or navigate by school.
- Course Lib-Guides narrow the focus to relevant resources for the corresponding course. To locate, search by class code (e.g., SOCI111) or class name.

If a guide you need isn't available yet, let us know by emailing the APUS Library: librarian@apus.edu

Selected Bibliography