

## SAMPLE COURSE OUTLINE

### Course Code, Number, and Title:

INTB 3400: International Human Resource Management

### Course Format:

[Course format may vary by instructor. The typical course format would be:]

Lecture 4 h + Seminar 0 h + Lab 0 h

**Credits:** 3

**Transfer credit:** For information, visit [bctransferguide.ca](http://bctransferguide.ca)

### Course Description, Prerequisites, Corequisites:

The challenge of globalization and people management increases the demand for human resource leaders and practitioners to expand and develop their knowledge, skill, and expertise in the field. This course introduces students to the perspective of International Human Resource Management (IHRM) and its purpose, function, and role in international business. Key topics include the management world in the 21st century and defining IHRM; cultural factors that influence international management; economic development and international management; motivation, leadership and IHRM strategy, function and practice in the cross-national context; the expatriate experience; and special issues and best practices in IHRM.

A cornerstone of this course is the development of a global mindset and perspective. Learners will work in groups to identify and consider international issues from a variety of viewpoints, including stakeholder groups (e.g. managers, HRM practitioners, employees) and specific cultures and countries.

**Prerequisites:** Completion of a minimum 54 credits including BUSM 2200 or INTB 2000 with a minimum 'C' grade, 3 credits CMNS 2228 and 6 additional credits of university-transferable English or Communications all with a minimum 'C' grade.

### Learning Outcomes:

Upon successful completion of this course, students will be able to:

- list key models and approaches to International Human Resource Management (IHRM)
- apply the concept of a global perspective in HRM
- analyze the relationship between various international dimensions and HRM strategy and practice in a multinational organization
- define the functions and scope of IHRM and the influence on performance management, compensation, training and development, coaching and recruitment practices
- interpret the cultural implications of various leadership theories
- identify special issues and solutions for managing the expatriate experience.

snəwəyət̚ leləm̚ Langara College acknowledges that we are located on the unceded territory of the Musqueam people.

**Instructor(s):** TBA

**Office:** TBA      **Phone:** 604 323 XXXX      **Email:** TBA

**Office Hours:** TBA

**Textbook and Course Materials:**

[Textbook selection may vary by instructor. An example of texts and course materials for this course might be:]

Dowling, Peter, Festing, Marion. "International Human Resource Management", 6<sup>th</sup> edition. Nelson. 2013.

*Note: This course may use an electronic (online) instructional resource that is located outside of Canada for mandatory graded class work. You may be required to enter personal information, such as your name and email address, to log in to this resource. This means that your personal information could be stored on servers located outside of Canada and may be accessed by U.S. authorities, subject to federal laws. Where possible, you may log in with an email pseudonym as long as you provide the pseudonym to me so I can identify you when reviewing your class work.*

**Assessments and Weighting:**

**Final Exam** 25%

**Other Assessments %**

(An example of other assessments might be:) %

Midterm Exam: 35%

Assignments: 15%

Project: 15%

Participation: 10%

Additional Information:

Number of assignments: 1 group project

Participation format: Attendance + completion of in class activities

Number and type of writing assignments: Case analyses and term projects

**Grading System:** Letter grade

Specific grading schemes will be detailed in each course section outline.

Passing grade: D

*This generic outline is for planning purposes only.*

## **Topics Covered:**

[Topics covered may vary by instructor. An example of topics covered might be:]

Week 1. Introduction and Course Overview; Key Concepts and Approaches; Global Perspective and Global Citizen Mindset  
(Supplemental Readings Course Pack)

Week 2. The Management World in the 21st Century: Globalization and its Future; Meaning of Globalization for Managers; Cross-national Convergence and Divergence; Defining IHRM and HRM Strategy  
(Punnett Ch 1)

The Cultural Environment: Defining Culture; Cultural Values Models and Survey Tools; Beyond National Culture – Sub-cultures, Overlapping Cultures; Cultural Values for International Managers  
(Punnett Ch 2)

Week 3. Politics, History and Geography – Role in International Management: Political Risk Assessment and Management; Cultural, historical and geographic factors that influence management approaches  
(Punnett Ch 3 & Ch 4)

Week 4. Language and Religion in International Management: Managing Language Differences, Major Religions of the World and Expression of Religion  
(Punnett Ch 5)

Week 5. Economic Development and the Management of Organizational Behaviour and Human Resources: Understanding Development Issues; Characteristics of Developing Countries; Culture, Politics and Development  
(Punnett Ch 6)

Week 6. Functions and Scope of International HRM: Strategy, Practice, Issues and Challenges  
(Supplemental Readings Course Pack)

Performance Management & Compensation: Motivation in a Cross-National Context: North American Motivation Theories; Rewards, Goals, Expectations and Equity and Impact on IHRM compensation practices  
(Punnett Ch 7 and Supplemental Readings Course Pack)

Week 7. Performance, Training and Development: Global Trends; Management Training and Development in Europe  
(Supplemental Readings Course Pack)

Coaching Across Cultures: Performance and Development; Corporate and Professional Association Mentoring Programs  
(Supplemental Readings Course Pack)

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Week 8. Leadership in a Cross-National Context: The GLOBE Leadership Project, Leadership Styles and Culture; International Executive MBA Programs: HRM Concentration and Leadership Development (Punnett Ch 8 and Supplemental Readings Course Pack)

Week 9. Cross-National Dimensions of Communication and Negotiation: Barriers, Perceptual Biases, Stereotypes and Context; Negotiating Norms in Selected Countries (Punnett Ch 9)

Week 10. The Multi-National Workforce: Employee Groups: Benefits and Drawbacks - Parent Country Nationals, Host Country Nationals and Third Country Nationals; Organizational Structure and International HRM Options; Promotion; Career Development; Retirement (Punnett Ch 10)

Managing The Expatriate Experience: Special issues; Cycle of Culture Shock and Expatriate Adjustment; Approaches to Cross-Cultural Training; Dual-Career Couples (Punnett Ch 11)

Week 11. Special Issues in International Human Resource Management: Role of Women in Business; Meaning of Equality; Women as International Managers; Ethics in International Management Decisions; Climate Change: The New Ethical Issue; Emerging Issues in IHRM (Punnett Ch 12)

Week 12. Term Project Presentations

Week 13. Theory, Research and Practice of IHRM: Global Perspective and Integration of Concepts, Approaches and Best Practices (Supplemental Readings Course Pack)

As a student at Langara, you are responsible for familiarizing yourself and complying with the following policies:

**College Policies:**

[E1003 - Student Code of Conduct](#)

[F1004 - Code of Academic Conduct](#)

[E2008 - Academic Standing - Academic Probation and Academic Suspension](#)

[E2006 - Appeal of Final Grade](#)

[F1002 - Concerns about Instruction](#)

[E2011 - Withdrawal from Courses](#)

**Departmental/Course Policies:**

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