



UNIVERSITÀ
CATTOLICA
del Sacro Cuore

International Human Resource Management

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Course aims

International Human Resource Management is designed to provide an overview of, and an analysis on, business organization and human resource management within the international business realm. It will investigate the HRM processes such as recruiting, selection, training and development, performance appraisal and evaluation, compensation, career paths.

Learning outcomes

On completion of this module students will be able to:

- Understand and discuss the systemic links between business strategy, HRM strategy and the various process and subprocess involved.
- Manage the various modules of the whole HRM process (planning, recruitment, selection, development, separation) at an international level (MNEs and TCs).
- Plan and use the main HRM tools.
- Evaluate issues arising from HRM inside an international context, identify feasible solutions path, and put them into practice at a global level.
- Understand and use major HRM policies and practices in different business and cultural environments.
- Apply both qualitative and quantitative skills in order to analyze HRM issues.

Module content

- The link between Strategy, Structure and HRM.
- The HRM process. The main subprocess: staffing, appraisal, compensation, development, separation in an international environment.
- HRM tools for motivation, performance evaluation, appraisal, rewards, and incentives.
- Managing an international staff: composing an international staff; training and development of international staff; international compensation and performance management; repatriation and knowledge management.

Reading list

P.J. DOWLING-M. FESTING, & ENGLE AD, International Human Resource Management. (6th Edition) London: Cengage Learning (6th edition), 2013



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Teaching method

This module is a mix of lecture, in class exercises, simulations and class discussion. The format of this class is highly interactive. We will do research together, read and write extensively, test assumptions, and draw on our own experiences to explore how International HR and Operations Management unfold in practice, and how we can refine managerial skills to successfully meet the global challenges that face us.

Assessment method and criteria

Grades will be assessed using the final written exam and some intermediate assignments. The following breakdown will be used:

Intermediate assignments: 50%

Final written exam: 50%

The final exam will last 60 minutes and will be aimed at understanding the ability of the students to apply theory to practice. More precise details will be given during the course and a facsimile of the exam will be published on the Blackboard platform.

Students not attending the course will be evaluated only through the final written exam.

Notes and prerequisites

The teaching does not require prerequisites with respect to the contents.

OFFICE HOURS: The student is invited to consult the teacher's web page.