

BUSM 7054 INTERNATIONAL AND GLOBAL EMPLOYMENT RELATIONS

Credit Points 10

Legacy Code 200720

Coordinator Ben Imbun ([https://directory.westernsydney.edu.au/search/name/Ben Imbun/](https://directory.westernsydney.edu.au/search/name/Ben%20Imbun/))

Description This unit is designed to put national-level employment relations into international and global perspectives. Students will be equipped to work in globalised labour markets and to assist organisations in responding effectively to international environments. The nature of globalisation, national systems of employment relations and significant contemporary human resource management issues are explored. The implications of social, cultural, political and economic factors in differing national, international and global contexts for employment relations strategies and practices are examined.

School Business

Discipline Human Resource Management

Student Contribution Band HECS Band 4 10cp

Level Postgraduate Coursework Level 7 subject

Incompatible Subjects LGYA 8593 - International Human Resource Management LGYA 8584 - Themes in International and Comparative Employment Relations

Restrictions

Students must be enrolled in a postgraduate program.

Learning Outcomes

On successful completion of this subject, students should be able to:

1. Explain the nature of key international and global employment relations forces, including national structures and processes and their implications for employment relations
2. Analyse and explain the strategic role of human resource management in dealing effectively with international and global employment relations issues and national systems of employment relations
3. Explain the implications of international and global employment relations issues for the achievement of organisational goals
4. Make meaningful recommendations on how an organisation's employment relations policies and practises can respond to international and global employment relations pressures
5. Develop policies to accommodate different national employment relations systems and laws
6. Develop human resource management policies to address contemporary pressures for reform of employment relations practices

Subject Content

- international and Global business drivers: implications for HRM
 - A conceptual framework for Analysing international and Global ER forces, stakeholders and practices
 - key functions and objectives of international human resource management

- nature and implications of key Stakeholder interests in The context of international and Global ER
 - legal, political, social and cultural Issues impacting upon international IR and HRM
 - ILO, EU, NAFTA and other international employment relations regulations
 - Comparisons of national systems of employment relations
 - key contemporary ER and HRM Issues and pressures for reform at The Global and national levels
 Developing HRM policies and practices to deal with differing national ER structures, standards and pressures
 - developing Ethical HRM practices at The Global and international levels
 - Contributing to good corporate Governance through effective international HRM policies and practices

Teaching Periods