BUSM 3032 INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Credit Points 10

Legacy Code 200621

Coordinator Youqing Fan (https://directory.westernsydney.edu.au/search/name/Youqing Fan/)

Description 'International Human Resource Management' examines the implications for human resource management that arise from the internationalisation of organisations. Through portfolio reports and case studies, students analyse a range of comparative systems and structures of employment relations and the strategic management of global organisations. This analysis includes a focus on key human resource functions including recruitment, training, reward and evaluation of the impact of society, politics, economics and culture of host countries on human resource strategies. Students examine also the role of global stakeholders and assess the implications for human rights that arise from globalisation.

School Business

Discipline Human Resource Management

Student Contribution Band HECS Band 4 10cp

Check your HECS Band contribution amount via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Undergraduate Level 3 subject

Pre-requisite(s) BUSM 1023

Equivalent Subjects BUSM 2026 - International Human Resource Management

Restrictions

Students must be enrolled in 2773 Bachelor of Business Administration to enrol in the online offering. All other students must obtain DAP approval.

Learning Outcomes

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

1. Assess the influence of context on the definition and conduct of human resource management;
2. Appreciate the role of ethics and the management of risk by Multi-National Corporations (MNCs);
3. Compare and contrast HRM models and practices in selected countries and/or regions in order to analyse the implications for the management of people in multi-national corporations;
4. Review developments in local and international industrial relations with reference to the activities of MNCs;
5. Produce assessment material consistent with the core attributes of knowledge capability, including logic and critical analysis, information literacy and social interaction skills, including working effectively with contextual knowledge and cultural sensitivity.

Subject Content

- distinction between Domestic human resource management and international human resource management
- Contextual Models of human resource management
- international human resource in organisational context
- approaches to staffing in Multinational context
- international employees and teams
- performance management of international employees
- Reward for international employees
- Repatriation of international employees
- key Issues in international labour relations
- ethics and key responsibilities of international companies

Special Requirements

Legislative pre-requisites

For students engaging in the international study tour - Student will have to obtain an appropriate visa for travel.

Assessment

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

Type	Length	Percent	Threshold	Individual/ Group Task
Essay	1,500 words	40	N	Individual
Presentation	20 minutes and up to 500 words	20	N	Group
Final Exam	2 hours	40	Y	Individual

Autumn Online

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

Type	Length	Percent	Threshold	Individual/ Group Task
Essay	1,500 Words	40	N	Individual
Presentation	20 Minutes and up to 500 words	20	N	Group
Final Exam	Seven calendar days	40	Y	Individual

Hybrid

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

Type	Length	Percent	Threshold	Individual/ Group Task
Benchmarking Report	1200 words	20	N	Individual
Reflective Journal	1500 words	30	N	Individual

Applied project	3000 word report and 20 min presentation	50	Y	Individual

Prescribed Texts

- Dowling, P, Festing, M & Engle, A 2017, International human resource management, 7th edn, Cengage Learning, London.

Teaching Periods

Autumn (2022)
Bankstown
Day
Subject Contact Youqing Fan (https://directory.westernsydney.edu.au/search/name/Youqing Fan/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3032_22-AUT_BA_D#subjects)

Online
Online
Subject Contact Youqing Fan (https://directory.westernsydney.edu.au/search/name/Youqing Fan/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3032_22-AUT_ON_O#subjects)

Parramatta City - Macquarie St
Evening
Subject Contact Youqing Fan (https://directory.westernsydney.edu.au/search/name/Youqing Fan/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3032_22-AUT_PC_E#subjects)

Day
Subject Contact Youqing Fan (https://directory.westernsydney.edu.au/search/name/Youqing Fan/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3032_22-AUT_PC_D#subjects)

WSU Online TRI-1 (2022)
Wsu Online
Online
Subject Contact Natasha Daraio (https://directory.westernsydney.edu.au/search/name/Natasha Daraio/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3032_22-OT1_OW_O#subjects)

WSU Online TRI-3 (2022)
Wsu Online
Online
Subject Contact Lisa Rohanek (https://directory.westernsydney.edu.au/search/name/Lisa Rohanek/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3032_22-OT3_OW_O#subjects)

Autumn (2023)
Bankstown City
On-site
Subject Contact Youqing Fan (https://directory.westernsydney.edu.au/search/name/Youqing Fan/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3032_23-AUT_BK_1#subjects)

Online
Online
Subject Contact Youqing Fan (https://directory.westernsydney.edu.au/search/name/Youqing Fan/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3032_23-AUT_ON_2#subjects)

Parramatta City - Macquarie St
On-site
Subject Contact Youqing Fan (https://directory.westernsydney.edu.au/search/name/Youqing Fan/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3032_23-AUT_PC_1#subjects)

WSU Online TRI-2 (2023)
Wsu Online
Online
Subject Contact Youqing Fan (https://directory.westernsydney.edu.au/search/name/Youqing Fan/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3032_23-OT2_OW_2#subjects)