

# BUSM 3032 INTERNATIONAL HUMAN RESOURCE MANAGEMENT

**Credit Points** 10

**Legacy Code** 200621

**Coordinator** Youqing Fan ([https://directory.westernsydney.edu.au/search/name/Youqing Fan/](https://directory.westernsydney.edu.au/search/name/Youqing%20Fan/))

**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 fees via the Fees ([https://www.westernsydney.edu.au/currentstudents/current\\_students/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 | Mandatory |
|-------------|--------------------------------|---------|-----------|------------------------|-----------|
| Essay       | 1,500 words                    | 40      | N         | Individual             | Y         |
| Presentatio | 20 minutes and up to 500 words | 20      | N         | Group                  | Y         |
| Final Exam  | 2 hours                        | 40      | Y         | Individual             | Y         |

## 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 | Mandatory |
|-------------|--------------------------------|---------|-----------|------------------------|-----------|
| Report      | 1,500 Words                    | 40      | N         | Individual             | Y         |
| Presentatio | 20 Minutes and up to 500 words | 20      | N         | Group                  | Y         |
| Final Exam  | Seven calendar days            | 40      | Y         | Individual             | Y         |

Prescribed Texts

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

Teaching Periods

## WSU Online TRI-3 (2024)

### Wsu Online

#### Online

**Subject Contact** Youqing Fan ([https://directory.westernsydney.edu.au/search/name/Youqing Fan/](https://directory.westernsydney.edu.au/search/name/Youqing%20Fan/))

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3032\\_24-OT3\\_OW\\_2#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3032_24-OT3_OW_2#subjects))

## Autumn (2025)

### Bankstown City

#### On-site

**Subject Contact** Youqing Fan ([https://directory.westernsydney.edu.au/search/name/Youqing Fan/](https://directory.westernsydney.edu.au/search/name/Youqing%20Fan/))

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM3032\\_25-AUT\\_BK\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3032_25-AUT_BK_1#subjects))

### Parramatta City - Macquarie St

#### On-site

**Subject Contact** Youqing Fan ([https://directory.westernsydney.edu.au/search/name/Youqing Fan/](https://directory.westernsydney.edu.au/search/name/Youqing%20Fan/))

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM3032\\_25-AUT\\_PC\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3032_25-AUT_PC_1#subjects))

## WSU Online TRI-2 (2025)

### Wsu Online

#### Online

**Subject Contact** Youqing Fan ([https://directory.westernsydney.edu.au/search/name/Youqing Fan/](https://directory.westernsydney.edu.au/search/name/Youqing%20Fan/))

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM3032\\_25-OT2\\_OW\\_2#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3032_25-OT2_OW_2#subjects))