



# Course Specifications

<b>Course Title:</b>	<b>International Human Resource Management</b>
<b>Course Code:</b>	<b>HRM 1421</b>
<b>Program:</b>	<b>Human Resources Management</b>
<b>Department:</b>	<b>Human Resources Management</b>
<b>College:</b>	<b>College of Business Administration</b>
<b>Institution:</b>	<b>Dar Al Uloom University</b>

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## A. Course Identification

<b>1. Credit hours:</b> 3 Hours
<b>2. Course type</b>
a. University <input type="checkbox"/> College <input type="checkbox"/> Department <input checked="" type="checkbox"/> Others <input type="checkbox"/>
b. Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
<b>3. Level/year at which this course is offered:</b> Fourth Year / Eighth
<b>4. Pre-requisites for this course (if any):</b> HRM 1322
<b>5. Co-requisites for this course (if any):</b> NIL

### 6. Mode of Instruction (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	45	100%
2	Blended		
3	E-learning		
4	Correspondence		
5	Other		

### 7. Actual Learning Hours (based on academic semester)

No	Activity	Learning Hours
<b>Contact Hours</b>		
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	<b>Total</b>	45
<b>Other Learning Hours*</b>		
1	Study	1
2	Assignments	1
3	Library	
4	Projects/Research Essays/Theses	2
5	Others (specify)	
	<b>Total</b>	4

\* The length of time that a learner takes to complete learning activities that lead to achievement of course learning outcomes, such as study time, homework assignments, projects, preparing presentations, library times

## B. Course Objectives and Learning Outcomes

### 1. Course Description

This course introduces critical issues facing organizations simultaneously managing their human resources at home and abroad. It focuses on the connection between corporate strategies and the effective management of human resources, which, at times, may require differing policies across different countries. The course emphasizes challenges related to managing expatriates, such as staff recruitment for international assignments, expat preparation, retraining and development as well as international deployment.

### 2. Course Main Objective

This course is designed to introduce students to the nature of managing Human Resource in multinational firms. It explores the complexities of IHRM and distinguishes international from domestic HR practices. The purpose of the course is to provide students with an in-depth understanding of the basic practices and problems inherent in IHRM and to prepare them for further work in the IHRM field.

At the end of the course, students should be able to do the following:

- Understand the purpose, definition, origins, context, and core beliefs of IHRM.
- Understand the nature of International HRM and appreciate how and why International HRM has become so critical to competitiveness and to our society's well-being.
- Understand the importance of personnel training and development (T&D) as one of the largest realm of IHRM activity.
- Understand how to develop greater sensitivity and confidence in our own capacity to effectively impact the HRM process when working across cultures.

### 3. Course Learning Outcomes

CLOs		Aligned PLOs
<b>1</b>	<b>Knowledge:</b>	
1.1	Recognize the fundamental theories, concepts, practices, and models of IHRM.	K1
1.2	Discuss impact of cross-cultural diversity on IHRM practices and policies.	K2
1.3	Discuss IHRM theories, processes and functions and its role in human development.	K3 & K5
<b>2</b>	<b>Skills:</b>	
2.1	Analyze and interpret the effect of business environment factors on international HRM decisions.	S1
2.2	Use IHRM practices to solve HRM problems in national and international business environments.	S2
<b>3</b>	<b>Competence:</b>	
3.1	Demonstrate ability to work in teams and individually to complete tasks related to IHRM practices.	C1
3.2	Show leadership skills in identifying IHRM issues, innovative and practical solutions.	C2
3.3	Apply IHRM knowledge, concepts, quantitative analysis tools and problem-solving methodologies in international HRM related issues.	C4
3.4	Demonstrate ability to use technology to gather, interpret and communicate information and ideas related to IHRM issues.	C6

## C. Course Content

No	List of Topics	Contact Hours
1	Introduction to IHRM.	3
2	The cultural Context of IHRM	3
3	The organizational Context	6
4	IHRM in Cross border mergers and acquisitions, international alliances and SMEs	6
5	Sourcing Human Resources for Global markets-Staffing ,Recruitment and Selection	6
6	International Performance Management	6
7	International training , development and career	3
8	International Compensation	6
9	International industrial relations and global institutional context	3
10	IHRM Trends and future challenges	3
<b>Total</b>		<b>45</b>

## D. Teaching and Assessment

### 1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
<b>1.0</b>	<b>Knowledge</b>		
1.1	Recognize the fundamental theories, concepts, practices, and models of IHRM.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion)	Written Exams (T/FQ, MCQ, and Short/Long essays) Written Assignments (essays, reports, and case studies).
1.2	Discuss impact of cross-cultural diversity on IHRM practices and policies.		Written Exams (Short/Long essays, Case study) Written Assignments (essays, reports, and case studies).
1.3	Discuss IHRM theories, processes and functions and its role in human development.		Written Exams (Short/Long essays, Case study) Written Assignments (essays, reports, and case studies).
<b>2.0</b>	<b>Skills</b>		
2.1	Analyze and interpret the effect of business environment factors on international HRM decisions.	Direct (Lecture, Demonstration, Drill & Practice, Compare & contrast) Indirect (Case study, Problem Solving, Reflective Discussion) Interactive (Brainstorming, Cooperative learning)	Written Exams (problem solving and case studies) Written Assignments (reports, and case studies). Oral Examination
2.2	Use IHRM practices to solve HRM problems in national and international business environments.		Written Exams (problem solving and case studies) Written Assignments (reports, and case studies). Oral Examination

3.0	Competence		
3.1	Demonstrate ability to work in teams and individually to complete tasks related to IHRM practices.	Interactive (Brainstorming, Cooperative learning) Independent (Essays, Reports, projects, Homework, Assigned Question)	Presentations (formal discussion individual and group) Projects
3.2	Show leadership skills in identifying IHRM issues, innovative and practical solutions.		
3.3	Apply IHRM knowledge, concepts, quantitative analysis tools and problem-solving methodologies in international HRM related issues.		
3.4	Demonstrate ability to use technology to gather, interpret and communicate information and ideas related to IHRM issues.		

## 2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	Quiz	3	10%
2	HomeWorks/Assessments/Projects	During semester	20%
3	Mid term	9	30%
4	Final Exam	16	40%

\*Assessment task (i.e., written test, oral test, oral presentation, group project, essay, etc.)

## E. Student Academic Counseling and Support

**Arrangements for availability of faculty and teaching staff for individual student consultations and academic advice:**

1. Eight Office hours weekly can be booked through the students' SIS account.
2. Online discussion through the LMS forums and instant messaging.
3. Instructor email available in the course syllabus.
4. Occasional mobile calls or SMS for urgent messages.

## F. Learning Resources and Facilities

### 1. Learning Resources

<b>Required Textbooks</b>	Dowling, P-J., Festing. M., Engle. A-D. (2013). <i>International Human Resource Management</i> . 6 <sup>th</sup> Edition, London: Cengage Learning, ISBN-9781408075746.
<b>Essential References Materials</b>	Journals and reports – will be distributed time to time depending upon topics covered during lecture sessions.
<b>Electronic Materials</b>	PowerPoint slides for each chapter will be provided to the college web sites that are accessible for every students. Online IHRM practices in the various MNCs as a case study.
<b>Other Learning Materials</b>	Magazines Newspaper

## 2. Facilities Required

Item	Resources
<b>Accommodation</b> (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
<b>Technology Resources</b> (AV, data show, Smart Board, software, etc.)	Data show + smart boards.
<b>Other Resources</b> (Specify, e.g. if specific laboratory equipment is required, list requirements or attach a list)	Internet access point.

## G. Course Quality Evaluation

Evaluation Areas/Issues	Evaluators	Evaluation Methods
End of semester Course Evaluation.	<ul style="list-style-type: none"> <li>Students</li> </ul>	<ul style="list-style-type: none"> <li>Indirect</li> </ul>
Effectiveness of teaching and assessment.	<ul style="list-style-type: none"> <li>Peer reviewer</li> </ul>	<ul style="list-style-type: none"> <li>Indirect</li> </ul>
Course learning outcomes assessment.	<ul style="list-style-type: none"> <li>Faculty members</li> </ul>	<ul style="list-style-type: none"> <li>Direct</li> </ul>
Quality of learning resources	<ul style="list-style-type: none"> <li>Students</li> </ul>	<ul style="list-style-type: none"> <li>Indirect</li> </ul>

**Evaluation areas** (e.g., Effectiveness of teaching and assessment, Extent of achievement of course learning outcomes, Quality of learning resources, etc.)

**Evaluators** (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

**Assessment Methods** (Direct, Indirect)

## H. Specification Approval Data

<b>Council / Committee</b>	HRM DEPARTMENT COUNCIL - COB
<b>Reference No.</b>	
<b>Date</b>	15/08/2019

