



International HRM Project

General data

Course code:	B19GMB09E
ECTS credits:	6
Type of the course:	Specialization module (B2)
Semester:	5 (fall)
Course restrictions:	<i>Human Resource Management course is recommended to accomplish before this module</i>
Course leader (with availabilities):	Zsófia Ásványi, Dr. asvanyi.zsofia@tkk.pte.hu +36 72 501 599 / 63114
Further lecturer(s) (with availabilities):	Jeffrey M. Zimmerman, Ph.D., MBA US Fulbright Scholar to Hungary (2023-24) - University of Pécs Northern Kentucky University Dept. of Political Science, Criminal Justice, and Organizational Leadership

1. Description and aims

International HRM Project is a dual lecturing course in cooperation with Jeffrey M. Zimmerman, Fulbright Scholar from Northern Kentucky University, USA. The goal of this course is to provide a rich learning context to students in an international learning environment. The course enables students to develop their knowledge and competencies as HR professionals in international business context with the help of lectures and team-meetings. The content of the course covers all international HRM practices including expatriate management. The aim is also to improve generic competence of intercultural-, and presentation skills of bachelor students.

2. Intended Learning Outcomes (ILOs)

Upon successful completion of the module, students should be able to:

1. compare the similarities and differences between the theoretical and practical aspects of domestic and international HRM (PILO1);
2. understand how sustainable work patterns can be built in domestic and international employment (PILO8);
3. evaluate the advantages and disadvantages of hiring local employees and expatriates in a foreign subsidiary (PILO2);
4. present an international HRM business proposal, as an outcome of team meetings (PILOs 3 and 6);
5. recommend and use cooperation patterns with fellow students in a team (PILO5);
6. evaluate the relationship between expectations of international & virtual project work and realizations (PILO7).

3. Content, schedule

Topics that are covered by the course:



1. Basic principles of human resource management
2. Differences between domestic and international HRM
3. Concept of sustainability in HRM
4. Expatriate management
5. Recruitment in global context
6. Selection in global context
7. Performance management in international environment
8. International human resource development
9. International compensation schemes
10. Summary of the framework of HRM and international HRM

4. Learning and teaching strategy, methodology

Principle teaching methodologies:

1. Lectures: This course is built up as a combination of live lectures and project-based teamwork. Lectures are delivered on domestic-, and international HRM topics by the two lecturers on a weekly bases. Lectures aim to develop CILOs 1, 2, 3, 4.
2. Project-based team work: Strongly attached to lecture topics, students work on assignments in possibly international teams by which they gain experience of being a member of an international consultant team. Teamwork is facilitated by both professors. By the end of the course teams present their final proposals on international HRM practices to each other and to professors. Project-based team work aims to develop CILO 5.
3. Learning diary: As part of the individual learning experience, students write down what they learnt from the topic covered during the study period. In the free-style diary they may write about their impressions, likes, dislikes, previous experiences related to the given HRM topic. By the end of the semester, each student has a complete document covering their reflections on the whole learning process. Learning diary aims to develop all CILOs, but especially CILO 6.

5. Assessment

Formative assessment is an integral part of the learning process. During the whole course both professors offer weekly feedback to teams on their performance and proceedings in order to raise the standards of teamwork as well as the value of the final outcome of their cooperation (business proposal).

Summative assessment elements:

Individual Assessment	50%	Group Assessment	50%
------------------------------	-----	-------------------------	-----

Name of the element	Weight	Type	Details	Retake opp.	Req.*	Related CILO
Learning Diary	20%	coursework individual written	individual work to foster learning experience	can be handed in revised		all CILOs



Closed book exam	30%	exam individual written	midterm exam (75 mins) with short essay questions	one retake	yes	1, 2, 3
Project work	20%	coursework group written (& oral)	consisting of creating a team contract, a project plan, and project work on a weekly bases		yes	all CILOs
Final project presentation	30%	exam group oral (& ppt)	oral business proposal supported by ppt. (25 mins)	one retake	yes	4

*Req.: Completion of the element is required to pass the course, irrespective of the performance in other elements.

6. Learning materials

- Essential:
Peter J. Dowling, Marion Festing, Allen D. Engle Sr.: International Human Resource Management 7th Edition, Cengage Learning EMEA, 2017.
- Recommended:
Tony Edwards, Chris Rees: International Human Resource Management: Globalization, National Systems and Multinational Companies, 3rd Edition, Pearson 2017.
Zsófia Asvanyi: Strategic Human Resource Management, Wolters Kluwer Hungary, Budapest 2022. <https://pea.lib.pte.hu/handle/pea/34185>

7. Further information

International aspects embedded with the course
1. The concept of the whole course is international: <ol style="list-style-type: none"> UPFBE and Fulbright Scholar professor offer lectures to students together. The core content of the course is international: lectures and project-based team work is about international HRM functions. International guest lecturer(s) from the academia might be invited to deliver specific international aspects of IHRM.
Ethics, Responsibility & Sustainability (ERS) aspects embedded with the course
There is one short virtual lecture on how sustainability can be embedded into both domestic and international employment patterns. When students are working on their business proposals on IHRM, they should keep ERS aspects in focus.
Connections to the world of practice of the course
1. The business proposal students are working on in teams during project work offers an IHRM proposal for a real MNE. They analyse the chosen MNE based on the sources they gather offline or online and deliver a business solution tailored to that specific company as consultants. 2. International guest lecturer(s) from industry might be invited to deliver the practical aspects of IHRM.