



# International HRM Project

## General data

Course code:	B19GMB09E
ECTS credits:	6
Type of the course:	Specialisation module (B2)
Semester:	5 (fall)
Course restrictions:	The Human Resource Management course is recommended to be accomplished before this module
Course leader (with availabilities):	Zsófia Ásványi, Dr. <a href="mailto:asvanyi.zsofia@tkk.pte.hu">asvanyi.zsofia@tkk.pte.hu</a> +36 72 501 599 / 63114
Further lecturer(s) (with availabilities):	-

## 1. Description and aims

The International HRM Project aims 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 an 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 the 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 realisations (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 lecturers every week. Lectures aim to develop CILOs 1, 2, 3, 4.
2. Project-based teamwork: 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. The professor facilitates teamwork. By the end of the course, teams present their final proposals on international HRM practices to each other and the professor. Project-based teamwork 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 freestyle diary, they may write about their impressions, likes, dislikes, and 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. The 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, the professor offers weekly feedback to teams on their performance and proceedings to raise the standards of teamwork and the value of the final outcome of their cooperation (business proposal).

*Summative assessment elements:*

<b>Individual Assessment</b>	50%	<b>Group Assessment</b>	50%
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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

<b>International</b> aspects embedded with the course
1. The concept of the whole course is international: <ol style="list-style-type: none"> <li>The course's core content is international: lectures and project-based teamwork is about international HRM functions.</li> <li>International guest lecturer(s) from the academia might be invited to deliver specific international aspects of IHRM.</li> </ol>
<b>Ethics, Responsibility &amp; Sustainability (ERS)</b> aspects embedded with the course
When students are working on their business proposals on IHRM, they should keep ERS aspects in focus.
<b>Connections to the world of practice</b> 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.