



INTERNATIONAL HRM PROJECT

General data

Course code:	B19GMB09E
ECTS credits:	7
Type of the course:	business elective
Semester:	5 (fall)
Course restrictions:	Human Resource Management course is recommended to be accomplished when registering to this module
Course leader (with availabilities):	Zsófia Ásványi, Dr. asvanyi.zsofia@ktk.pte.hu +36 72 501 599 / 63114
Further lecturer(s) (with availabilities):	Tiina Mehto Haaga-Helia University of Applied Sciences Helsinki, Finland Tiina.Mehto@haaga-helia.fi

1. Description and aims

International HRM Project module is a virtual exchange between University Pécs FBE and Haaga-Helia University of Applied Sciences (Helsinki, Finland). The goal of this module is to provide a rich virtual 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 virtual lectures and international virtual 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 virtual- and physical team meetings (PILOs 3 and 6);
5. recommend and use cooperation patterns with fellow students in a multi-cultural 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. HR in matrix organizations
5. Expatriate management
6. Recruitment in global context
7. Selection in global context
8. Performance management in international environment
9. International human resource development
10. International compensation schemes
11. Summary of the framework of HRM and international HRM

4. Learning and teaching strategy, methodology

Principle teaching methodologies:

1. Live virtual lectures: This course is built up as a combination of live virtual lectures and project-based teamwork. Virtual lectures are delivered on domestic-, and international HRM topics by lecturer from Haaga-Helia University of Applied Sciences and from UPFBE on a weekly basis. Virtual lectures are delivered via MS Office Teams or Zoom. Live virtual lectures aim to develop CILOs 1, 2, 3, 4.
2. Project-based teamwork: Strongly attached to lecture topics, students work on assignments in international virtual teams by which they gain experience of being a member of an international consultant team. International teams consist of both Haaga-Helia and UP students, where teamwork is facilitated by professors from both universities. By the end of the course teams present their final proposals on international HRM practices to each other's and to professors. Project-based teamwork is made via any ICT tool chosen by the team itself. 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 week. 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 Finnish and Hungarian 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%
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Name of the element	Weight	Type	Details	Retake opp.	Req.*	Related CILO
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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, team reflections and project work on a weekly basis		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 whole module is an international virtual exchange (with a dual module-leading scheme and international students) between UPFBE and Haaga-Helia University of Applied Sciences, Helsinki, Finland.
2. The core content of the module is an international topic. Lectures and project-based teamwork is about international HRM functions.
3. Students work in mixed groups of Hungarian, Finnish and other international students during project work and business proposal presentation.
4. International guest lecturer(s) might be invited to deliver the practical 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) might be invited to deliver the practical aspects of IHRM.