

**COURSE DATA****Data Subject**

Code	35903
Name	International management of human resources
Cycle	Grade
ECTS Credits	6.0
Academic year	2023 - 2024

Study (s)

Degree	Center	Acad. year	Period
1314 - Degree in International Business	Faculty of Economics	3	Second term

Subject-matter

Degree	Subject-matter	Character
1314 - Degree in International Business	22 - Human resources	Optional

Coordination

Name	Department
PARDO DEL VAL, MANUELA	105 - Business Administration 'Juan José Renau Piqueras'

SUMMARY

International Human Resource Management analyses the impact of globalization over human resources functions. In this sense, takes special priority cultural and organizational differences in a international perspective. Human resources strategies are contemplated toward a more comprehensive view. Thus, first HR management is analyzed in its strategies and main function and cultural and international impact over organizations are analyzed to understand in a more broader sense HR.

PREVIOUS KNOWLEDGE**Relationship to other subjects of the same degree**



There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

No requisites required.

OUTCOMES

1314 - Degree in International Business

- Develop the capacity to evaluate and critically analyse international economic phenomena and agents.
- Develop intercultural sensitivity and the ability to adapt to other geopolitical contexts.
- Be able to work in multidisciplinary and intercultural teams.
- Understand the structure and functioning of companies and organisations operating in an international context.
- Develop an ethical attitude in business, respecting human rights and the environment both in the country of origin of the company and in the different markets in which it operates.
- Aprender a detectar las desigualdades entre personas para diseñar, implementar y evaluar las políticas pertinentes que faciliten la eliminación de dicha discriminación en empresas e instituciones.
- Conocer las diferencias entre la gestión de recursos humanos en el contexto doméstico e internacional.
- Conocer las políticas de desarrollo de los recursos humanos en distintos contextos.
- Desarrollar la capacidad para motivar a los recursos humanos de las empresas internacionales.
- Conocer las funciones de los expatriados y de los directivos locales en la empresa multinacional.
- Capacidad para diseñar procesos de reclutamiento, selección y formación de directivos para asignaciones internacionales.
- Capacidad para desarrollar sistemas de remuneración del personal con asignaciones internacionales.
- Capacidad para diseñar y negociar los procesos de expatriación y repatriación de directivos.

LEARNING OUTCOMES

Apply human resources policies to multinational firms

Understand expatriation managers strategies ant its impact on international human resources management strategies



DESCRIPTION OF CONTENTS

1. Strategic management of human resources in international companies

- 1.1. Strategic human resource management
- 1.2. International human resource management
- 1.3. Culture in strategic human resource management

2. Planning and staffing in international companies

- 2.1. HR planning
- 2.2. Recruitment
- 2.3. Selection
- 2.4. Orientation and socialization

3. Training and development in international firms

- 3.1. Training
- 3.2. Development of professional careers

4. Performance assessment

- 4.1. Criteria for assessing performance in international contexts
- 4.2. Performance assessment systems
- 4.3. Performance assessment feedback

5. Remuneration

- 5.1. Key concepts
- 5.2. International differences in remuneration systems

6. Expatriation and repatriation

- 6.1. International assignments
- 6.2. Expatriation
- 6.3. Repatriation

7. New trends in international human resource management

- 7.1. Diversity and inclusion
- 7.2. Leadership and virtual teams
- 7.3. Ethics and social responsibility

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	30,00	100
Classroom practices	30,00	100
Attendance at events and external activities	5,00	0
Development of group work	20,00	0
Development of individual work	10,00	0
Study and independent work	10,00	0
Readings supplementary material	5,00	0
Preparation of evaluation activities	10,00	0
Preparing lectures	15,00	0
Preparation of practical classes and problem	5,00	0
Resolution of case studies	10,00	0
TOTAL	150,00	

TEACHING METHODOLOGY

1. Conference with participation about main contents
2. Practical sessions to solve cases
3. Reports and individual work supervised
4. Independent studies

EVALUATION

The final grade will be the result of the weighted sum of the grades obtained in the continuous assessment (40%) and in the final exam (60%), being necessary to pass the final exam to calculate the weighted sum.

- Continuous assessment (40%). It assesses the evolution of students in their acquisition of specific skills or competences, generic competences and social skills and is divided into:
 - o Resolution of practical cases, assignments and questionnaires: 20%
 - o Public presentations: 10% (not recoverable)
 - o Active participation in the sessions: 10% (not recoverable).



- Final exam (60%). Its main function is to evaluate the achievement of the training objectives, referring to both theoretical and practical contents and requiring both mastery of knowledge and its application, as well as the ability to relate different concepts of the subject. The exam will be held on the official date set by the Faculty of Economics within the academic calendar of the course..

If the final exam is failed in the first call, the grade of the continuous assessment is kept for the second call.

In compliance with **article 6.9 of the UV Evaluation and Grading Regulations**, the practical classes are compulsory attendance. It will be considered that the student has complied with the attendance if he/she has attended a minimum of 80% of the hours of these sessions and if he/she has adequately justified the impossibility of attending the remaining sessions due to force majeure. In the case of not attending 80% of these hours, the grade of the continuous assessment will be kept for the second call.

In this case, as well as if the continuous assessment is failed in the first call, the "recoverable" part of the grade can be reached in the second call by means of an additional evaluation that might include presenting additional tasks as well as sitting additional exams.

In duly justified cases, students who cannot attend the practical classes regularly must contact the faculty before September 30 to agree on an alternative system of continuous assessment, submitting the proof that prevents them from attending.

REFERENCES

Basic

- Brewster, C., Houldsworth, E., Sparrow, P., & Vernon, G. (2016). International human resource management. Chartered Institute of Personnel and Development
- Reiche, B.S., Tenzer, H., & Harzing, A.-W. (2022). International Human Resource Management. SAGE Publications.

Additional

- Dolan, S., Valle Cabrera, R., López Cabrales, Á., Jackson, S. E., & Schuler, R. S. (2022). La gestión de personas y del talento: la gestión de los recursos humanos en el siglo XXI. McGraw-Hill.
- Caligiuri, P., Lepak, D., Bonache, J., & Bird, A. (2010). Managing the global workforce. John Wiley & Sons.
- Edwards, T. & Rees, C. (2017). International human resource management: globalization, national systems and multinational companies. Pearson.
- Luna Arocas, R. (2018). Gestión del talento: de los recursos humanos a la dirección de personas basada en el talento (DPT). Ediciones Pirámide.



- Martinez Lucio, M., & MacKenzie, R. (Eds.) (2022). International Human Resource Management: The Transformation of Work in a Global Context. Sage Publications.

