

COLLEGE OF BUSINESS

COURSE SYLLABUS

FACULTY MEMBER: JulieMarie T. Gladden, MS
TERM: Summer I 2024
COURSE TITLE: International Human Resource Management
CRN: 30806
COURSE NUMBER: HRM 350
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Technical requirements that may be required to utilize technology in this course:

- A headset or microphone
- A webcam
- Course Software/Hardware may be required (check with Instructor)

Textbook(s): Textbook information can be found using this link to the [Campus Store](#) website.

Pre-Requisites: HRM 311

COURSE DESCRIPTION:

This course is designed specifically for those students interested in the application of HRM techniques and practices in a global context. It will focus on strategic issues related to the effective management of international HRM in the modern multi-national organization. The course will cover general HRM processes and systems but will focus on unique challenges faced by global companies as they acquire, develop, deploy, and maintain human resources.

MAJOR INSTRUCTIONAL GOALS and LEARNING OBJECTIVES:**GOAL A:**

The student will gain an understanding of the context of international human resource management.

Learning Objectives: The student will:

- A-1 Define the dimensions of international HRM.
- A-2 Describe the factors that differentiate international and domestic HRM.
- A-3 Identify other variables that impact international HRM.
- A-4 Discuss how cultural differences impact HR Management.

- A-5 Discuss political, social, technological, legal, and environmental factors and their influence on an organization's universal workforce.
- A-6 Summarize the current trends of IHRM including, international outsourcing, international labor movements, and immigration.
- A-7 Compare and contrast employment laws and HRM practices of various countries with the United States.

GOAL B:

The student will define how the company's strategic approach to business affects international HRM in that company.

Learning Objectives: The student will:

- B-1 Define the approaches multinational enterprises use to manage subsidiaries.
- B-2 Identify how the resource-based view of the firm impacts its IHRM practices.
- B-3 Discuss the elements of a comprehensive global HR strategy.
- B-4 Identify the key metrics and people analytics used to benchmark IHRM.
- B-5 Discuss an organization's desire for standardization of cross-border HR programs, practices, and policies with local needs.
- B-6 Summarize diversity, equity, and inclusion initiatives in IHRM programs.

GOAL C:

The student will explain how the functions of IHRM are strategically integrated into the organization's business plan.

Learning Objectives: The student will:

- C-1 Explain approaches, issues and criteria used in selecting employees for international assignments
- C-2 Describe cultural/language issues involved with the selection process of international employees.
- C-3 Identify components and guidelines for performance evaluations of international employees.
- C-4 Outline objectives and components of international compensation programs.
- C-5 Discuss components of international training and development.

- C-6 Apply concepts of international development to the multicultural workforce in the U.S.
- C-7 Explain how labor relations impacts strategic choices of the organization.
- C-8 Summarize the role of the HR professional in managing global and mobile workforces to achieve organizational objectives.

TEACHING METHODOLOGY:

A. Teaching Methods:

The facilitation of this course will convene online using a mix of weekly readings, videos, discussion boards, written assignments, case studies, quizzes, reflections and presentations.

B. Evaluation Procedure and Grading Policy:

Assignment/Category	Points	Weight %
Week 1 Introduction to International HRM Activity	100	2%
Week 2 Culture and International HRM Activity	100	2%
Quizzes	100	10%
Week 4 Case Study	100	10%
Week 5 Annotated Bibliography	100	20%
Week 6 Presentation	100	30%
Week 7 Discussion Board Reflection Paper	100	6%
Discussion Boards	100	20%

Program Competencies: Refer to your College of Business [Program Competencies](#) as posted on the website. Each program requires specific competencies.

Wilmington University Graduation Competencies: Refer to the University [Graduation Competencies](#) as posted on our website.

C. Instructor Policies/Expectations:

Attendance Policy: Please refer to Wilmington University's [attendance policy](#) to learn about attendance requirements. Regular and prompt class attendance is an essential part of the educational experience. Wilmington University expects student to exercise good judgment regarding attendance and absences. Students accept full responsibility for ensuring that work does not suffer from absences. All students are expected to attend every scheduled meeting of each class on time. Exceptions may be made for