Students with enquiries about program (degree) requirements should contact the College office; enquiries about course administration (subjects) are normally handled by the relevant Research School.

DRAFT Course Outline

MGMT3025
International Human Resource Management

Course Description
This course provides an understanding of the role of human resource management (HRM) in international contexts. The course covers the following areas: the context of international HRM, as well as the strategic and functional HRM in international contexts. Specific topics include the cultural and organisational contexts of international HRM; strategic HRM issues in international contexts; issues related to host, home and third country nationals; recruitment, selection, training, development, performance management, compensation in international contexts, as well as expatriation and repatriation.
COURSE OVERVIEW

Course Learning Outcomes
Upon successful completion of the requirements for this course, students will be able to:
- Understand issues, opportunities and challenges pertaining to international HRM;
- Develop competency in dealing with cross cultural situations;
- Understand the strategic and functional roles of HRM in various international contexts, especially in areas such as recruitment and selection, training and development, performance management, career management, employee compensation, as well as expatriation and repatriation;
- Understand external forces (e.g. globalisation, sociocultural changes, institutional forces) that have the potential to shape international HRM; and
- Develop generic and transferable skills - especially in diagnosing international HRM issues critically and analytically, evaluating alternative approaches and defending the recommendations with evidence.

Research-Led Teaching
In this course, students will read, analyse, and discuss selected research articles.

Requisites
To enrol in this course you must have successfully completed BUSI2025 or MGMT2030. You are not able to enrol in this course if you have previously completed BUSN3025.

Student Feedback
All CBE courses are evaluated using Student Experience of Learning and Teaching (SELT) surveys, administered by Planning and Statistical Services at the ANU. These surveys are offered online, and students will be notified via email to their ANU address when surveys are available in each course. Feedback is used for course development so please take the time to respond thoughtfully. Course feedback is anonymous and provides the Colleges, University Education Committee and Academic Board with opportunities to recognise excellent teaching and to improve courses across the university. For more information on student surveys at ANU and reports on feedback provided on ANU courses, visit http://unistats.anu.edu.au/surveys/selt/students/ and http://unistats.anu.edu.au/surveys/ selt/results/learning/
<table>
<thead>
<tr>
<th>Week</th>
<th>Topic</th>
<th>Student preparation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Introduction to International HRM (IHRM)</td>
<td>Chapter 1</td>
</tr>
<tr>
<td>2</td>
<td>Cultural context of IHRM</td>
<td>Chapter 2</td>
</tr>
<tr>
<td>3</td>
<td>Organizational context</td>
<td>Chapter 3</td>
</tr>
<tr>
<td>4</td>
<td>IHRM in cross-border M&amp;As, international alliances, and SMEs</td>
<td>Chapter 4</td>
</tr>
<tr>
<td>5</td>
<td>Canberra Day public holiday on Monday</td>
<td>No lecture</td>
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<tr>
<td>6</td>
<td>International staffing, recruitment and selection</td>
<td>Chapter 5</td>
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<tr>
<td>7</td>
<td>Easter Monday public holiday on Monday</td>
<td>No lecture</td>
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<tr>
<td>8</td>
<td>International performance management</td>
<td>Chapter 6</td>
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<tr>
<td>9</td>
<td>International training, development and careers</td>
<td>Chapter 7</td>
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<tr>
<td>10</td>
<td>International compensation</td>
<td>Chapter 8</td>
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<td>11</td>
<td>International industrial relations</td>
<td>Chapter 9</td>
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<td>12</td>
<td>IHRM trends and Comparative HRM</td>
<td>Chapter 10</td>
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<tr>
<td>13</td>
<td>IHRM: Theory and practice</td>
<td>Readings on Wattle</td>
</tr>
<tr>
<td>14</td>
<td>Subject review and selected topics</td>
<td></td>
</tr>
</tbody>
</table>
COURSE ASSESSMENT

Assessment Summary

<table>
<thead>
<tr>
<th>Item</th>
<th>Title</th>
<th>Value</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Participation</td>
<td>10%</td>
<td>Ongoing</td>
</tr>
<tr>
<td>3</td>
<td>Group project (Assignment 1)</td>
<td>30%</td>
<td>Respective tutorial dates</td>
</tr>
<tr>
<td>4</td>
<td>Case analysis (Assignment 2)</td>
<td>30%</td>
<td>23rd May 2016</td>
</tr>
<tr>
<td>5</td>
<td>Final exam</td>
<td>30%</td>
<td>June 2016</td>
</tr>
</tbody>
</table>

Assessment Details

Participation:
The tutorial is a forum for the exchange of ideas, argument and opinion on the themes and issues covered in the course. Students are expected to contribute to the tutorial discussions throughout the semester.

Group Project (Assignment 1):
For the group project, students will do a 20-minute presentation (with a 5-minute Q&A included) of a carefully selected research article during tutorials. The presentation should summarize and critically evaluate the key ideas in the research article. In addition to the presentation, a one-page summary of the article should be provided to the class.

Case Analysis (Assignment 2):
For the case analysis, students will analyse the case study provided on Wattle and produce a concise business report. The report should demonstrate an understanding of relevant International HRM issues and provide recommendations on the desirable course of action and problem resolution. Students are expected to have undertaken broad research to strengthen the case analysis and recommendations. The maximum limit for this assignment is 2,000 words.

Final Exam:
The final exam will be a 2-hour exam. The format of the exam will be announced in the later phase of the course.
Assignment Submission
Assignment 1 (the group project PowerPoint presentation slides and one-page Word document) should be submitted 48 hours before the respective tutorials. Assignment 2 (case analysis report) is due by 23rd May 2016. Both assignments should be submitted using the course Wattle site. Submissions through Wattle do not require cover sheets. Please keep a copy of your assignments for your record.

Extensions and Penalties
Group project (Assignment 1): Where the group project is submitted after the due date, the group will be penalised by five per cent of the total marks available for the group project per 24-hour period or part thereof. However, the group which has been assigned to present during the respective tutorial MUST do so and provide the class with the PowerPoint slides and one-page summary.

Case analysis (Assignment 2): Where the case analysis is submitted after the due date, students will be penalised by five per cent of the total marks available for the assessment task per 24-hour period or part thereof.

Special consideration for the Case Analysis (Assignment 2)
Students who are not able to submit their case analysis assignment by the due date may be eligible for an extension if supported by an application for Special Consideration.

Information on special assessment consideration can be found at: http://www.anu.edu.au/students/program-administration/assessments-exams/special-assessment-consideration.

Special Consideration applications must be completed before the due date of the affected assessment, or no later than three working days after the due date of the affected assessment.

The application must include all supporting documentation and include a copy of as much of the assignment as has been completed by the due time and date.

Special consideration applications are only submitted online at special.consideration@anu.edu.au. You will be notified by the RSM office if an extension has been approved.

Returning Assignments
Students will receive their group project and case analysis grades within two weeks after the last lecture (when all students have been assessed, and the marks moderated).

Identify your Assignment with your Student Number only
When submitting your assignment, please ensure that it contains your student numbers in the file name and on the first page. Please do not put your name anywhere in your assignment.

Use of Assignments as exemplars and grade moderation
An important resource for enhancing educational quality is a stock of student work which can be de-identified and used as exemplars for future students in ANU courses, and for grade moderation exercises for teaching staff. If you do not wish your assignment to be used for such purposes, please include a note to that effect on the front page of the assignment.
Scaling
Your final mark for the course will be based on the raw marks allocated for each assignment
or examination. However, your final mark may not be the same number as produced by that
formula, as marks may be scaled. Any scaling applied will preserve the rank order of raw
marks (i.e. if your raw mark exceeds that of another student, then your scaled mark will
exceed or equal the scaled mark of that student), and may be either up or down.

Finalisation of Marks and Grades
After marking is concluded the lecturer will submit a report to the Committee of Examiners
for the course recommending final marks and letter grades for each student. The Committee
comprises, at a minimum, the Director of the Research School of Management, the lecturer,
and at least one second examiner. The lecturer’s recommendations are based on the points
accumulated by each student and judgments about individual student performance, guided
by the ANU Policy on Coursework Assessment.

READING LISTS
Prescribed Text

TUTORIAL AND/OR SEMINAR REGISTRATION
Tutorial and /or Seminar signup for this course will be done via the Wattle website. Detailed
information about signup times will be provided on Wattle or during your first lecture. When
tutorials are available for enrolment, follow these steps:

1. Log on to Wattle, and go to the course site.
2. Click on the link “Tutorial signup here”
3. On the right of the screen, click on the tab “Become Member of ……” for the tutorial
class you wish to enter.
4. Confirm your choice

If you need to change your enrolment, you will be able to do so by clicking on the tab “Leave
group…” and then re-enrol in another group. You will not be able to enrol in groups that have
reached their maximum number. Please note that enrolment in ISIS must be finalised for you
to have access to Wattle.

COMMUNICATION
Email
If necessary, the lecturers and tutors for this course will contact students on their official
ANU student email address. Information about your enrolment and fees from the Registrar
and Student Services' office will also be sent to this email address.
Announcements
Students are expected to check the Wattle site for announcements about this course, e.g. changes to timetables or notifications of cancellations. Notifications of emergency cancellations of lectures or tutorials will be posted on the door of the relevant room.

Course URLs
More information about this course may be found on:

• Programs and Courses (http://programsandcourses.anu.edu.au/2014/Catalogue)
• the College of Business and Economics website (http://cbe.anu.edu/courses) and
• Wattle (https://wattle.anu.edu.au), the University's online learning environment. Log on to Wattle using your student number and your ISIS password.

POLICIES
ANU has educational policies, procedures and guidelines, which are designed to ensure that staff and students are aware of the University’s academic standards, and implement them. You can find the University’s education policies and an explanatory glossary at: https://policies.anu.edu.au/ppl/index.htm.

Policy information on examinations and assessments can be found on the College of Business and Economics website at: http://cbe.anu.edu.au/students/student-information/examinations-assessment/

Students are expected to have read the Code of Practice for Student Academic Integrity before the commencement of their course.

Key policies include:
• Student Assessment (Coursework)
• Student Surveys and Evaluations
• Assessment of Student Learning