

ENGLISH – SYLLABUS (SPECIALTY)					
SUBJECT: HUMAN RESOURCES MANAGEMENT IN INTERNATIONAL COMPANIES					
Studies: Management 1 cycle studies Management Specialty: Psychology In Business			Faculty: Management		
Subject status	Type of studies	Semester/ Term	Teaching hours		ECTS Points
			lectures	classes	
	Full time studies	4	20	16	4
Course description: Human Resources Management in International Companies focuses on the complexities and strategic importance of managing human capital in a global business environment. The program encompasses the skills and knowledge necessary to navigate the challenges and opportunities posed by international HR functions. The curriculum begins by exploring the fundamentals of HR management within the context of multinational corporations. It covers topics such as HR planning, organizational behavior, performance management, compensation, and legal compliance, tailored to the intricacies of international operations. A significant emphasis is placed on developing cross-cultural competence among students. This involves understanding diverse cultural norms, values, and behaviors affecting HR practices and employee relations in multinational settings. Students learn to bridge cultural gaps and effectively manage multicultural teams, fostering a collaborative and inclusive work environment. Adapting HR strategies according to various international settings forms a crucial aspect of the program. Students gain insights into tailoring HR policies, procedures, and practices to align with different legal, cultural, and regulatory frameworks across countries while maintaining organizational consistency. Strategic talent acquisition in a global context is another key focus area. Students delve into effective recruitment, selection, and retention strategies for a diverse workforce, considering skill sets, cultural fit, and global mobility requirements. Additionally, the program emphasizes the development of international HR leadership skills, including global team management, intercultural communication, conflict resolution, and change management, preparing future HR leaders for the complexities of managing human capital across borders. The course is filled in with many case studies and practical examples of management problems, so it should be interesting for all those students who are eager to deal with sales management issues also after the course.					
COURSE LEARNING OBJECTIVES: <ol style="list-style-type: none"> 1. Understanding Global HR Practices: To comprehend the complexities of HR management within multinational organizations operating across diverse international markets. 2. Developing Cross-Cultural Competence: To foster skills in managing diverse workforces and understanding cross-cultural dynamics in HR functions. 3. Adapting HR Strategies: To learn to adapt HR policies and practices to comply with varying legal, cultural, and regulatory frameworks across different countries. 4. Strategic Talent Acquisition: To gain insights into global talent acquisition strategies, including recruitment, selection, and retention of a diverse workforce. 5. Enhancing International HR Leadership: To cultivate leadership skills specific to international HR roles, focusing on global team management and intercultural communication. 					

Teaching the functions and role of human resources management in international companies for contemporary market entities, developing skills in solving management problems, as well as analysing data (from primary and secondary data).

Creating presentations for the reports and written reports on human resources management in international companies problems. Training of social competences related to collective problem solving and preparing and introducing all stages of human resources management in international companies in contemporary world.

COURSE EVALUATION:

Workshops – desk research report (written and oral), classes participation and activities, case studies

Lectures - final exam will be one-choice questions and open questions. (or TBA during classes)

The grading scale is as follows:

100% - 85%	5.0 (excellent)
84,9% - 75%	4.5 (very good)
74,9% - 70%	4.0 (good)
69,9% - 60%	3.5 (very satisfactory)
50% - 59,9%	3.0 (satisfactory)
< 50%	2.0 (failure)

Course policies and class rules:

The use of smartphones, mobile phones, all devices with internet access, are not allowed during the exams. During other in-class assignments you can use them for assignment purposes only. Students are expected to take full responsibility for their academic work and academic progress. Students are expected to attend class regularly, for consistent attendance offers the most effective opportunity open to all students to gain a developing command of the concepts and materials of the course. The study programme is strict about student attendance regulations. Students who focus on the business of the class increase their likelihood of success. They can do so by listening attentively to the instructor or to other students while participating in discussions. During class, they can participate as fully as possible and volunteer to answer questions. Students should minimise all behaviours that distract others during the class. Talking to other students apart from class discussions is inappropriate. Students who arrive late should seat themselves as quietly and as near to the door as they can. Students who must leave before the class period ends should exit quietly. The course material is designed to be completed within the semester time frame.

Finally, please feel free to come and see me to ask questions or to discuss difficult material. The course material is all cumulative. If you do not understand what happens in the first week, you will not understand what happens in the last week.

Teaching Methods:

Lectures and case studies (multimedia, case study – projects on sales management topics)

Course overview:

Human Resources Management in International Companies focuses on the complexities and strategic importance of managing human capital in a global business environment. The program encompasses the skills and knowledge necessary to navigate the challenges and opportunities posed by international HR functions. The curriculum begins by exploring the fundamentals of HR management within the context of multinational corporations. It covers topics such as HR planning, organizational behavior, performance management, compensation, and legal compliance, tailored to the intricacies of international operations.

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Main topics:

1. Introduction to International HR Management: Challenges and Scope
2. Cross-Cultural Competence in HR: Understanding Diversity
3. Adapting HR Policies to International Legal Frameworks
4. Strategic Talent Acquisition in Global Markets
5. Global Compensation and Benefits Strategies
6. Performance Management in Multinational Settings
7. Leadership Development for International HR Roles
8. Ethical and Legal Considerations in International HR Practices

Literature

Main texts:

1. Dowling, Peter J., Festing, Marion, Engle, Allen D. - "International Human Resource Management" - Cengage Learning - 2018
2. Briscoe, Dennis R., Schuler, Randall S., Tarique, Ibraiz - "International Human Resource Management: Policies and Practices for Multinational Enterprises" - Routledge - 2019
3. Harzing, Anne-Wil, Pinnington, Ashly H. - "International Human Resource Management" - Sage Publications Ltd - 2018

Additional required reading material:

1. Dowling, Peter J., Welch, Denise E. - "International Human Resource Management: Managing People in a Multinational Context" - Cengage Learning - 2018
2. Sparrow, Paul, Brewster, Chris, Chung, Chris - "Globalizing Human Resource Management" - Routledge - 2019
3. Cooke, Fang Lee, Wood, Geoffrey - "Human Resource Management in China: New Trends and Practices" - Routledge - 2018

Rules of the exams on subject (Assessments)

Lectures – Written exam (test and case study)

Classes – case study, discussion, attendance, activities, project, essay

Date of submitting the syllabus: 30.09.2023

Accepted by: Dean of International Affairs

Signature:

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