

ENGLISH – SYLLABUS (GENERAL)					
<b>SUBJECT:</b> <b>HUMAN RESOURCES MANAGEMENT IN INTERNATIONAL ENVIRONMENT</b>					
<b>Studies: Management</b> I cycle studies Management Specialty: ALL			<b>Faculty: Management</b>		
Subject status	Type of studies	Semester/ Term	Teaching hours		ECTS Points
			lectures	classes	
	Full time studies	3	-	24	<b>6</b>
<b>Course description:</b> The Human Resources Management in International Environment program is designed to equip students with the knowledge and skills needed to excel in the complex and dynamic field of international HR management. The curriculum provides a comprehensive understanding of the challenges and opportunities inherent in managing human resources on a global scale. The program focuses on global talent acquisition, guiding students in sourcing and acquiring talent from diverse cultural backgrounds. Cross-cultural competence is a core component, emphasizing effective communication, collaboration, and conflict resolution in multicultural workplaces. International labour law and compliance are addressed to ensure that students understand the legal frameworks governing HR practices across different jurisdictions, promoting ethical and responsible human resources management. Strategic workforce planning is emphasized, teaching students to align HR strategies with organizational goals in the international context. The program also covers employee development and training, enabling students to design programs that cater to the unique needs of a multicultural workforce. Proficiency in designing global compensation and benefits packages is a key aspect of the curriculum, considering regional variations and industry standards. The program also emphasizes fostering a culture of diversity and inclusion within organizations, recognizing the value of a diverse workforce. Effective international HR leadership is a focal point, with students developing leadership skills tailored for the unique challenges of managing human resources in a global environment. This includes strategic decision-making, team motivation, and conflict resolution. By blending theoretical knowledge with practical applications, the program prepares students to navigate the complexities of international HR management, contributing to the success of organizations in a globalized world. The course is filled in with many case studies and practical examples of Human resources management in international environment problems, so it should be interesting for all those students who are eager to deal with sales management issues also after the course.					
<b>COURSE LEARNING OBJECTIVES:</b> 1.Global Talent Acquisition: Develop expertise in sourcing and acquiring talent on a global scale, considering diverse cultural backgrounds and skill sets. 2.Cross-Cultural Competence: Cultivate the ability to manage human resources in diverse cultural environments, emphasizing effective communication, collaboration, and conflict resolution. 3.International Labor Law and Compliance: Understand the intricacies of international labour laws and regulations, ensuring compliance and ethical practices in human resources management. 4.Strategic Workforce Planning: Acquire skills in strategic workforce planning, aligning human resources strategies with organizational goals in the international context. 5.Employee Development and Training: Design and implement effective employee development and training programs that address the unique needs of a multicultural workforce.					



6. Global Compensation and Benefits: Gain proficiency in designing competitive and equitable global compensation and benefits packages, considering regional variations and industry standards.

7. Diversity and Inclusion: Foster a culture of diversity and inclusion within the organization, promoting equality and leveraging the benefits of a diverse workforce.

8. Effective International HR Leadership: Develop leadership skills tailored for international human resources management, emphasizing strategic decision-making, team motivation, and conflict resolution.

Teaching the functions and role of Human resources management in international environment for contemporary market entities, developing skills in solving Human resources management in international environment 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 environment problems. Training of social competences related to collective problem solving and preparing and introducing all stages of Human resources management in international environment in contemporary world.

#### **COURSE EVALUATION:**

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

**Lectures** – n/a

#### **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 remember 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:**

*The Human Resources Management in International Environment program is designed to equip students with the knowledge and skills needed to excel in the complex and dynamic field of international HR management. The curriculum provides a comprehensive understanding of the challenges and opportunities inherent in managing human resources on a global scale. The program focuses on global talent acquisition, guiding students in sourcing and acquiring talent from diverse cultural backgrounds. Cross-cultural competence is a core component, emphasizing*

*effective communication, collaboration, and conflict resolution in multicultural workplaces. International labour law and compliance are addressed to ensure that students understand the legal frameworks governing HR practices across different jurisdictions, promoting ethical and responsible human resources management. Strategic workforce planning is emphasized, teaching students to align HR strategies with organizational goals in the international context. The program also covers employee development and training, enabling students to design programs that cater to the unique needs of a multicultural workforce. Proficiency in designing global compensation and benefits packages is a key aspect of the curriculum, considering regional variations and industry standards. The program also emphasizes fostering a culture of diversity and inclusion within organizations, recognizing the value of a diverse workforce. Effective international HR leadership is a focal point, with students developing leadership skills tailored for the unique challenges of managing human resources in a global environment. This includes strategic decision-making, team motivation, and conflict resolution. By blending theoretical knowledge with practical applications, the program prepares students to navigate the complexities of international HR management, contributing to the success of organizations in a globalized world.*

**Main topics:**

1. Global Talent Acquisition Strategies
2. Cross-Cultural Competence in HR Management
3. International Labor Law and Compliance
4. Strategic Workforce Planning in a Global Context
5. Employee Development and Training in Multicultural Workplaces
6. Designing Global Compensation and Benefits Packages
7. Fostering Diversity and Inclusion in International Organizations
8. Effective Leadership in International HR Management

**Literature**

**Main texts:**

1. Dowling, Peter J., Festing, Marion, and Engle, Allen D. "International Human Resource Management". Cengage Learning. 2017.
2. Stroh, Linda K., Caligiuri, Paula, and Davidson, Marilyn M. "Globalizing People Through International Assignments". Routledge. 2017.
3. Schuler, Randall S., Dowling, Peter J., and De Cieri, Helen. "Strategic International Human Resource Management". Sage Publications. 2018.
4. Torrington, Derek, Hall, Laura, and Taylor, Stephen. "Human Resource Management". Pearson. 2017.
5. Cascio, Wayne F., and Boudreau, John W. "Investing in People: Financial Impact of Human Resource Initiatives". Pearson. 2018.
6. Stone, Raymond J., and Stone, Judy B. "Human Resource Management". Wiley. 2019.

**Additional required reading material:**

1. Tannenbaum, Scott I., and Dupree-Benton, Nicole. "The Diversity Scorecard: Evaluating the Impact of Diversity on Organizational Performance". Butterworth-Heinemann. 2018.
2. Armstrong, Michael. "Armstrong's Handbook of Human Resource Management Practice". Kogan Page. 2018.

**Rules of the exams on subject (Assessments)**

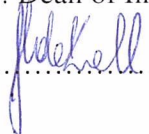
Lectures – Written exam (test and case study)

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

Date of submitting the syllabus: 30.09.2023

Accepted by: Dean of International Affairs

Signature: .....



KATOWICE BUSINESS UNIVERSITY  
Harcerzy Września 1939 nr 3  
40-659 Katowice, Poland  
tel. +48 32 35 70 603/643  
[www.akademiagornoslaska.pl](http://www.akademiagornoslaska.pl)