



# HRMT20025 *International Human Resource Management*

## Term 2 - 2017

Profile information current as at 08/05/2024 03:23 am

All details in this unit profile for HRMT20025 have been officially approved by CQUniversity and represent a learning partnership between the University and you (our student). The information will not be changed unless absolutely necessary and any change will be clearly indicated by an approved correction included in the profile.

### Corrections

#### Unit Profile Correction added on 15-05-17

[Enter your Correction detail](#)

Dowling, PJ, Festing, M & Engle, AD 2017, *International human resource management*, 7<sup>th</sup> edn, Cengage Learning EMEA, Andover, Hampshire. ISBN 9781473719026

## General Information

### Overview

This unit provides an international dimension to the study of Human Resource Management (HRM). The unit studies the complexity of HRM functions, operations, policies and practices when they are conducted across organisations in various countries and international contexts. The unit is designed to raise, study and analyse the types of issues that will challenge a HR practitioner who is tasked with employing and deploying employees (particularly managerial employees) in different organisational settings in different countries. If you have successfully completed the unit HRMT20022 you should not enrol in this unit.

### Details

Career Level: *Postgraduate*

Unit Level: *Level 9*

Credit Points: 6

Student Contribution Band: 10

Fraction of Full-Time Student Load: 0.125

### Pre-requisites or Co-requisites

Co-requisite: HRMT20024 Managing Human Resources

Important note: Students enrolled in a subsequent unit who failed their pre-requisite unit, should drop the subsequent unit before the census date or within 10 working days of Fail grade notification. Students who do not drop the unit in this timeframe cannot later drop the unit without academic and financial liability. See details in the [Assessment Policy and Procedure \(Higher Education Coursework\)](#).

### Offerings For Term 2 - 2017

- Brisbane
- Distance
- Melbourne
- Sydney

### Attendance Requirements

All on-campus students are expected to attend scheduled classes – in some units, these classes are identified as a mandatory (pass/fail) component and attendance is compulsory. International students, on a student visa, must maintain a full time study load and meet both attendance and academic progress requirements in each study period (satisfactory attendance for International students is defined as maintaining at least an 80% attendance record).

### Website

[This unit has a website, within the Moodle system, which is available two weeks before the start of term. It is important that you visit your Moodle site throughout the term. Please visit Moodle for more information.](#)

## Class and Assessment Overview

### Recommended Student Time Commitment

Each 6-credit Postgraduate unit at CQUniversity requires an overall time commitment of an average of 12.5 hours of study per week, making a total of 150 hours for the unit.

### Class Timetable

#### [Regional Campuses](#)

Bundaberg, Cairns, Emerald, Gladstone, Mackay, Rockhampton, Townsville

#### [Metropolitan Campuses](#)

Adelaide, Brisbane, Melbourne, Perth, Sydney

### Assessment Overview

#### 1. **Written Assessment**

Weighting: 20%

#### 2. **Written Assessment**

Weighting: 40%

#### 3. **Examination**

Weighting: 40%

### Assessment Grading

This is a graded unit: your overall grade will be calculated from the marks or grades for each assessment task, based on the relative weightings shown in the table above. You must obtain an overall mark for the unit of at least 50%, or an overall grade of 'pass' in order to pass the unit. If any 'pass/fail' tasks are shown in the table above they must also be completed successfully ('pass' grade). You must also meet any minimum mark requirements specified for a particular assessment task, as detailed in the 'assessment task' section (note that in some instances, the minimum mark for a task may be greater than 50%). Consult the [University's Grades and Results Policy](#) for more details of interim results and final grades.

## CQUniversity Policies

**All University policies are available on the [CQUniversity Policy site](#).**

You may wish to view these policies:

- Grades and Results Policy
- Assessment Policy and Procedure (Higher Education Coursework)
- Review of Grade Procedure
- Student Academic Integrity Policy and Procedure
- Monitoring Academic Progress (MAP) Policy and Procedure – Domestic Students
- Monitoring Academic Progress (MAP) Policy and Procedure – International Students
- Student Refund and Credit Balance Policy and Procedure
- Student Feedback – Compliments and Complaints Policy and Procedure
- Information and Communications Technology Acceptable Use Policy and Procedure

This list is not an exhaustive list of all University policies. The full list of University policies are available on the [CQUniversity Policy site](#).

## Previous Student Feedback

### Feedback, Recommendations and Responses

Every unit is reviewed for enhancement each year. At the most recent review, the following staff and student feedback items were identified and recommendations were made.

#### Feedback from Unit Evaluations

##### Feedback

Various members of the teaching team were commended for their teaching.

##### Recommendation

Communication between the Unit Coordinator and the teaching team will be maintained to ensure that a consistent standard is achieved.

## Unit Learning Outcomes

### On successful completion of this unit, you will be able to:

1. explain and discuss the theories that inform the study of International Human Resource Management;
2. discuss and assess the objectives of International Human Resource Management;
3. critically analyse the significance of organisations adopting International Human Resource Management policies and practices;
4. critically evaluate the significance of the development of International Human Resource Management policies and practices to HRM; and
5. identify and critically evaluate the most important issues that impact on the practice of International Human Resource Management.

## Alignment of Learning Outcomes, Assessment and Graduate Attributes



### Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes				
	1	2	3	4	5
1 - Written Assessment - 20%	•	•	•	•	•
2 - Written Assessment - 40%			•	•	•
3 - Examination - 40%	•	•	•	•	•

### Alignment of Graduate Attributes to Learning Outcomes

Graduate Attributes	Learning Outcomes				
	1	2	3	4	5
1 - Knowledge	○	○	○	○	○
2 - Communication	○	○	○	○	○

Graduate Attributes	Learning Outcomes				
	1	2	3	4	5
3 - Cognitive, technical and creative skills				○	○
4 - Research	○	○	○	○	○
5 - Self-management				○	○
6 - Ethical and Professional Responsibility	○	○	○	○	○
7 - Leadership				○	○
8 - Aboriginal and Torres Strait Islander Cultures					

## Alignment of Assessment Tasks to Graduate Attributes

Assessment Tasks	Graduate Attributes							
	1	2	3	4	5	6	7	8
1 - Written Assessment - 20%	○	○		○	○	○		
2 - Written Assessment - 40%	○	○	○	○	○	○	○	
3 - Examination - 40%	○	○		○	○	○		

## Textbooks and Resources

### Textbooks

HRMT20025

#### Prescribed

#### International human resource management

Edition: 6th edn (2013)

Authors: Dowling, PJ, Festing, M & Engle, AD

Cengage Learning EMEA

Andover, Hampshire, United Kingdom

ISBN: 978-1-4080-3209-1

Binding: Paperback

[View textbooks at the CQUniversity Bookshop](#)

### IT Resources

You will need access to the following IT resources:

- CQUniversity Student Email
- Internet
- Unit Website (Moodle)

## Referencing Style

All submissions for this unit must use the referencing styles below:

- [American Psychological Association 6th Edition \(APA 6th edition\)](#)
- [Harvard \(author-date\)](#)

For further information, see the Assessment Tasks.

## Teaching Contacts

**Gordon Stewart** Unit Coordinator  
[g.stewart@cqu.edu.au](mailto:g.stewart@cqu.edu.au)

## Schedule

### Week 1 - 10 Jul 2017

Module/Topic	Chapter	Events and Submissions/Topic
Introduction to Global HRM	Chapter 1	

### Week 2 - 17 Jul 2017

Module/Topic	Chapter	Events and Submissions/Topic
The Cultural Context of IHRM	Chapter 2	

### Week 3 - 24 Jul 2017

Module/Topic	Chapter	Events and Submissions/Topic
Sourcing Human Resources for Global Markets – Staffing, Recruitment, and Selection	Chapter 5	

### Week 4 - 31 Jul 2017

Module/Topic	Chapter	Events and Submissions/Topic
International Industrial Relations and the Global Institutional Context	Chapter 9	

### Week 5 - 07 Aug 2017

Module/Topic	Chapter	Events and Submissions/Topic
The Organizational Context	Chapter 3	<b>Essay</b> Due: Week 5 Thursday (10 Aug 2017) 11:45 pm AEST

### Vacation Week - 14 Aug 2017

Module/Topic	Chapter	Events and Submissions/Topic
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### Week 6 - 21 Aug 2017

Module/Topic	Chapter	Events and Submissions/Topic
IHRM in Cross-Border Mergers & Acquisitions, International Alliances, and SMEs	Chapter 4	

### Week 7 - 28 Aug 2017

Module/Topic	Chapter	Events and Submissions/Topic
Sourcing Human Resources for Global Markets – Staffing, Recruitment, and Selection	Chapter 5	

### Week 8 - 04 Sep 2017

Module/Topic	Chapter	Events and Submissions/Topic
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International Industrial Relations and the Global Institutional Context Chapter 9

#### Week 9 - 11 Sep 2017

Module/Topic	Chapter	Events and Submissions/Topic
International Performance Management	Chapter 6	<b>Report</b> Due: Week 9 Thursday (14 Sept 2017) 11:45 pm AEST

#### Week 10 - 18 Sep 2017

Module/Topic	Chapter	Events and Submissions/Topic
International Training, Development, Careers, and Talent	Chapter 7	

#### Week 11 - 25 Sep 2017

Module/Topic	Chapter	Events and Submissions/Topic
International Compensation	Chapter 8	

#### Week 12 - 02 Oct 2017

Module/Topic	Chapter	Events and Submissions/Topic
IHRM Trends and Future Challenges	Chapter 10	

#### Review/Exam Week - 09 Oct 2017

Module/Topic	Chapter	Events and Submissions/Topic
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#### Exam Week - 16 Oct 2017

Module/Topic	Chapter	Events and Submissions/Topic
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## Assessment Tasks

### 1 Essay

#### Assessment Type

Written Assessment

#### Task Description

Identify and discuss the human resource management issues that a HR Manager in Melbourne would have to consider when relocating a manager from Australia to manage a subsidiary branch of an Australian multinational organisation that is located in Seoul in South Korea. Furthermore, assess the human resource management and employment relations issues that will impact on the working life of this manager in South Korea. (20 marks)

Word Length: 1500-2000 words

**Please note that information that is relevant to this essay will be posted on the course website.**

#### Assessment Due Date

Week 5 Thursday (10 Aug 2017) 11:45 pm AEST

#### Return Date to Students

Week 7 Friday (1 Sept 2017)

Assignments will be returned upon completion of the marking and moderation process.

#### Weighting

20%

#### Assessment Criteria

A pass student will have referenced their paper poorly, and description will dominate. Better referencing and some analysis will lead to a credit, while the distinction students will have referenced and analysed the question well. They will be separated from the HD student because of their failure to argue a case in answer to the question consistently

throughout the course of their paper.

A detailed criteria sheet is available on the unit Moodle website.

### Referencing Style

- [American Psychological Association 6th Edition \(APA 6th edition\)](#)
- [Harvard \(author-date\)](#)

### Submission

Online

### Learning Outcomes Assessed

- explain and discuss the theories that inform the study of International Human Resource Management;
- discuss and assess the objectives of International Human Resource Management;
- critically analyse the significance of organisations adopting International Human Resource Management policies and practices;
- critically evaluate the significance of the development of International Human Resource Management policies and practices to HRM; and
- identify and critically evaluate the most important issues that impact on the practice of International Human Resource Management.

### Graduate Attributes

- Knowledge
- Communication
- Research
- Self-management
- Ethical and Professional Responsibility

## 2 Report

### Assessment Type

Written Assessment

### Task Description

You are a HR Manager who is employed at National Rail. Your organisation has decided to relocate a manager from National Rail in the United Kingdom on secondment to Aurizon in Australia. You are asked to write a background briefing report for this manager outlining the employment relations and human resource management issues that will impact on the working life of this manager in Australia (40 marks).

Word Length: 2500-3000 words

**Please note that information that is relevant to this report will be posted on the course website.**

### Assessment Due Date

Week 9 Thursday (14 Sept 2017) 11:45 pm AEST

### Return Date to Students

Week 12 Friday (6 Oct 2017)

Assignments will be returned upon completion of the marking and moderation process.

### Weighting

40%

### Assessment Criteria

The markers of the report will pay particular attention in their marking to the extent to which papers are referenced, analyse and critically discuss the evidence, and answer the question. Purely descriptive and poorly referenced papers will not receive high marks.

A detailed criteria sheet is available on the unit Moodle website.

### Referencing Style

- [American Psychological Association 6th Edition \(APA 6th edition\)](#)
- [Harvard \(author-date\)](#)

**Submission**

Online

**Learning Outcomes Assessed**

- critically analyse the significance of organisations adopting International Human Resource Management policies and practices;
- critically evaluate the significance of the development of International Human Resource Management policies and practices to HRM; and
- identify and critically evaluate the most important issues that impact on the practice of International Human Resource Management.

**Graduate Attributes**

- Knowledge
- Communication
- Cognitive, technical and creative skills
- Research
- Self-management
- Ethical and Professional Responsibility
- Leadership

## Examination

**Outline**

Complete an invigilated examination.

**Date**

During the examination period at a CQUniversity examination centre.

**Weighting**

40%

**Length**

180 minutes

**Exam Conditions**

Closed Book.

**Materials**

No calculators permitted

Dictionary - non-electronic, concise, direct translation only (dictionary must not contain any notes or comments).

## Academic Integrity Statement

As a CQUniversity student you are expected to act honestly in all aspects of your academic work.

Any assessable work undertaken or submitted for review or assessment must be your own work. Assessable work is any type of work you do to meet the assessment requirements in the unit, including draft work submitted for review and feedback and final work to be assessed.

When you use the ideas, words or data of others in your assessment, you must thoroughly and clearly acknowledge the source of this information by using the correct referencing style for your unit. Using others' work without proper acknowledgement may be considered a form of intellectual dishonesty.

Participating honestly, respectfully, responsibly, and fairly in your university study ensures the CQUniversity qualification you earn will be valued as a true indication of your individual academic achievement and will continue to receive the respect and recognition it deserves.

As a student, you are responsible for reading and following CQUniversity's policies, including the [Student Academic Integrity Policy and Procedure](#). This policy sets out CQUniversity's expectations of you to act with integrity, examples of academic integrity breaches to avoid, the processes used to address alleged breaches of academic integrity, and potential penalties.

### What is a breach of academic integrity?

A breach of academic integrity includes but is not limited to plagiarism, self-plagiarism, collusion, cheating, contract cheating, and academic misconduct. The Student Academic Integrity Policy and Procedure defines what these terms mean and gives examples.

### Why is academic integrity important?

A breach of academic integrity may result in one or more penalties, including suspension or even expulsion from the University. It can also have negative implications for student visas and future enrolment at CQUniversity or elsewhere. Students who engage in contract cheating also risk being blackmailed by contract cheating services.

### Where can I get assistance?

For academic advice and guidance, the [Academic Learning Centre \(ALC\)](#) can support you in becoming confident in completing assessments with integrity and of high standard.

### What can you do to act with integrity?



#### Be Honest

If your assessment task is done by someone else, it would be dishonest of you to claim it as your own



#### Seek Help

If you are not sure about how to cite or reference in essays, reports etc, then seek help from your lecturer, the library or the Academic Learning Centre (ALC)



#### Produce Original Work

Originality comes from your ability to read widely, think critically, and apply your gained knowledge to address a question or problem