

## In Progress

Please note that this Unit Profile is still in progress. The content below is subject to change.



# HRMT20025 *International Human Resource Management*

## Term 2 - 2024

Profile information current as at 14/05/2024 02:44 pm

All details in this unit profile for HRMT20025 have been officially approved by CQU University 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.

## General Information

### Overview

This unit critically examines the human resource functions, operations, policies, and practices pertaining to the transfer of employees across national borders for work purposes. The aim is to identify, analyse, and discuss the issues that human resource practitioners face when selecting, employing, and deploying staff in diverse organizational, cultural, and national contexts. This is an advanced unit that applies and builds upon the knowledge acquired in the foundation unit - Managing Human Resources. This unit equips students with the skills needed to effectively manage human resources in international business environments across countries.

### 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 - 2024

- Brisbane
- Melbourne
- Online
- 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

#### 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 Comment from the Discipline as part of the reviews of all PG HR units.

##### **Feedback**

NO teamwork in the ULOs but currently teamwork is in Assessment task 2.

##### **Recommendation**

Consider changing ULOs as there should be teamwork in the ULOs but currently, teamwork is not in the ULOs. The new Unit Lead might need to submit UUP for this unit.

#### Feedback from UC observation

##### **Feedback**

Assessments 1 and 3 and potential AI writing.

##### **Recommendation**

Assessments 1 and 3 would need to be modified to make them more authentic to reduce AI writing. This has been discussed with the 2024 Unit Lead.

#### Feedback from UC observation

##### **Feedback**

Old edition of the textbook

##### **Recommendation**

A newer edition of the textbook should be adopted in 2024 and all teaching materials should be fully updated including lecture recordings. This has been discussed with the 2024 Unit Lead.

## Unit Learning Outcomes

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

1. Research and apply the theories that inform the study and practice of international human resource management in a variety of international settings
2. Communicate knowledge of international human resource management for a range of purposes and discuss the significance of international organisations adopting human resource management policies and practices
3. Critically analyse the implementation of human resource management policies and practices in international organisations in a way that is relevant to all management practitioners
4. Identify and critically evaluate the most important issues that impact the practice of international human resource management

## Alignment of Learning Outcomes, Assessment and Graduate Attributes

 N/A Level	 Introductory Level	 Intermediate Level	 Graduate Level	 Professional Level	 Advanced Level
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### Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes			
	1	2	3	4
<b>1 - Presentation - 50%</b>	•	•	•	•
<b>2 - Report - 50%</b>	•	•	•	•

### Alignment of Graduate Attributes to Learning Outcomes

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

## Textbooks and Resources

Information for Textbooks and Resources has not been released yet.

This information will be available on Monday 17 June 2024

## Academic Integrity Statement

Information for Academic Integrity Statement has not been released yet.

This unit profile has not yet been finalised.