《International Human Resource Management》 Course Syllabus

Course Chinese Title：国际人力资源管理	**Course Category (Compulsory/ Elective)**：Elective
Course English Title: International Human Resource Management	
Total Hours/ Hours Per Week/ Credit(s)：48/3/3	**Lab Practice/ Practical Hours**：16 hours
Prerequisites：《International Business》	
Follow-up course: 《Management of Transnational Corporations》	
Time：14:30-17:10, Tuesday, 1-16 week	**Classroom**：1402 Guancheng campus
Class：2021 International Economics and Trade (International Business Industry-University International Program)	
College：School of Economics and Management	
Instructor Name/ Academic Title：Peng, Fan (PhD) /Lecturer	
Office Hour: 14:30-17:30, Thursday/ Friday; Room 2303, Guancheng Campus	
Course Assessment Method：Open book test (　) 　　Close book test (　　) 　　Report (✓) 　　Other (　)	
Required Textbook：《International Human Resource Management：Globalization，National Systems and Multinational Companies》, 3rd Edition, Renmin University Press. **Supplementary Materials**：None	
Course Description： This course offers an introduction to International Human Resource Management (IHRM). It explores the international dimensions of managing human resources, with a focus on comparative HRM and multinational organizations. After learning this course, students are expected to explain how cross-national differences of culture and institutions affect human resource management of multinational firms; analyze business cases of international human resource management and evaluate diverse perspectives on corporate social responsibility practice in international human resource management.	
Course Learning Objectives and its supporting on the requirement for graduation:	
Course Learning Objectives	**Measurements on Requirement for Graduation** 　　　 **Requirement for Graduation**

CO1: Understand and identify the fundamental theoretical knowledge in IHRM.	1.1 Students shall have basic theoretical knowledge and professionalism of humanities and social science.	1. Students shall master the knowledge required by Applied Economics systemically.
CO2: Master the fundamental data analysis skills required for IHRM.	2.3 Students shall be familiar with using existing analysis tools to solve the problems in positive economics and management practice.	2. Students shall be able to analyze problems with using quantitative and information technology (IT) tools.
CO3: Master the essential rules, norms, and writing methods for academic reports.	3.3 Students shall be able to retrieve and read the foreign literature of the major, write research papers and reports, cite the literature normatively.	3. Students shall have oral and written communication skills required in a diversified business environment.
CO4: Apply theoretical knowledge in solving problems in various organizational contexts	5.1 Students shall have strong critical thinking skills and be able to identify problems, distill the crucial points and propose appropriate solutions.	5. Students shall have innovative consciousness and the ability to apply innovative spirit to solve diversified business problems.

Lecturing Plan

Week	Topic	Instructor	Hours	Contents （Key point、Difficulty、Ideological and Political Learning）	Instructional Mode	Activities Blended/ Offline	Assignment	Supported Measurements
1	Globalization	Peng, FAN	2	Key points: National systems and MNEs Difficulties: Identify differences in national systems **Ideological and political learning 1**: Show students the economic development of Guangdong after the reform and opening up, and then explain the opportunities that	Lecture	Offline	None	CO1

				globalization brings to Guangdong's economy. Use the case study of the Sino US trade war to help students understand the crisis of de-globalization and the challenges we face. Discuss with students the current difficulties and solutions faced by Dongguan and improve their critical thinking ability.				
2	National employment systems	Peng, FAN	3	Key points: Employment systems Difficulties: Identify differences in employment systems among different countries	Lecture	Offline	None	CO1
3	International structure & strategy	Peng, FAN	3	Key points: Motivation for internationalization Difficulties: Key influences on strategy	Lecture	Offline	None	CO1
5	Global integration	Peng, FAN	3	Key points: Tools of HRM integration Difficulties: How to achieve HRM integration	Lecture	Offline	None	CO1
6	Cross-border M&A	Peng, FAN	3	Key points: M&A Difficulties: Political dimension to M&A	Lecture	Offline	None	CO1
8	Outsourcing and HRM	Peng, FAN	3	Key points: Conceptualizing outsourcing Difficulties: outsourcing of HR function **Ideological and political learning 2**: Explore the impact of outsourcing on organizations and employees. Focus on analyzing potential	Lecture	Offline	Midterm report	CO1

				challenges that employees may encounter, including career instability and salary uncertainty. Discuss how cultural differences influence outsourcing strategies and how to address cross-cultural issues in various national contexts. Delve into the question of whether outsourcing contravenes local social ethics and values, prompting a consideration of social responsibility.				
9	International leadership	Peng, FAN	3	Key points: Leadership Difficulties: Model to develop global leaders	Lecture	Offline	None	CO4
11	Recruitment, selection, pay and compensation	Peng, FAN	3	Key points: criteria for Recruitment, selection, pay and compensation Difficulties: HR decision	Lecture	Offline	None	CO1
13	Employee voice	Peng, FAN	3	Key points: Employee voice Difficulties: Design and implement an effective employee voice strategy	Lecture	Offline	None	CO1
15	International CSR	Peng, FAN	3	Key points: CSR concept Difficulties: Managing CSR **Ideological and political learning 3**: Explore the benefits of corporate social responsibility	Lecture	Offline	None	CO1

				(CSR) for businesses, employees, and society. Emphasize the positive impact of implementing CSR, such as enhancing reputation and attracting talent. Highlight the significance of incorporating environmental sustainability into international human resource management. Encourage students to contemplate the interaction between CSR and human resource management, as well as how it fosters global social responsibility.				
16	International migration and HRM	Peng, FAN	3	Key points: International migration Difficulties: HR implications for migration	Lecture	Offline	Final report	CO1
	Total		32					

Practice Plan

Week	Topic	Instructor	Hours	Contents （Key point、Difficulty、Ideological and Political Learning）	Practice Type （Verified / Integrated / Designed	Activities	Supported Measurements
1	Globalization	Peng, FAN	1	Key points: Globalization	Integrated	Group discussion	CO4

				Difficulties: HRM challenges under the background of globalization			
4	Survey & questionnaire introduction	Peng, FAN	3	Key points: Understand S&Q method Difficulties: Selection of questionnaire scales **Ideological and political learning 4**: Introducing the scenario of an international medical equipment manufacturing company, this case aims to prompt students to delve deeply into the process of accurately interpreting statistical data. It encourages them to grasp the concepts of statistical significance and potential errors, all while factoring in ethical responsibility and the well-being of patients. Through the analysis of this case, students will come to recognize the vital role that statistics play in the realms of decision-making and ethical assessment.	Integrated	IPL Assignment 1	CO2
7	Introduction to data analysis tools	Peng, FAN	3	Key points: data analysis tools Difficulties: Selection of analysis tools	Integrated	Role play/group discussion	CO2

10	Simple statistical analysis	Peng, FAN	3	Key points: Descriptive statistics Difficulties: Parametric and Non-parametric tests	Integrated	Role play/group discussion	CO2
12	Regression analysis	Peng, FAN	3	Key points: Linear regression and logistic regression Difficulties: Interpret data and apply the results for report writing	Integrated	Role play/group discussion Assignment 2	CO2
14	Gig Economy and HRM	Peng, FAN	3	Key points: Challenges and opportunities of the Gig economy Difficulties: HR decisions	Integrated	Presentation	CO4
Total			16				

Grading

Course Learning Objectives	Supported Measurements	Assessments and Grading Percentage (%)						
		Participation	Assignment 1	Assignment 2	Presentation	Midterm Report	Final Report	
CO1	1.1	10	5	0	5	10	20	50
CO2	2.3	0	0	10	0	0	0	10
CO3	3.3	0	0	0	0	5	10	15
CO4	5.1	0	5	0	5	5	10	25
Total		10	10	10	10	20	40	100

Note：**1) According to Article 12 of the Examination Management Regulations of Dongguan University of Technology, students who are absent from class for three times (or a total of six class hours) shall not be eligible to participate in the final assessment of this course.   2) The assessment criteria for each component are outlined in the attached document. 3) Zero tolerance for plagiarism.**

Syllabus Submission Date：   2023.8.21

School Reviewal: Agree
 	
                                          Signature：
 	
                              Data：   2023.8.26

Appendix：Grading Criteria Rubrics

Participation Grading Criteria

Observation Points	Grading Criteria			
	A(100)	*B(80)*	*C(60)*	*D(0)*
Utilize theoretical knowledge to participate in classroom interaction. CO1: 1.0	Participate in classroom interaction five times.	Participate in classroom interaction four times.	Participate in classroom interaction three times.	Participate in classroom interaction less than three times.

Assignment 1 Grading Criteria

Observation Points	Grading Criteria			
	A(100-90)	*B(89-80)*	*C(79-60)*	*D(0)*
Comprehend ethics and social responsibility within the context of HRM CO1: 0.5	The integration of theoretical knowledge and case analysis is well-executed, with strong and compelling points and arguments.	The theoretical knowledge is described clearly, and the article's structure is well-defined. However, the feasibility of the recommendations in the conclusion is moderate.	The relevant theoretical knowledge is broadly outlined. The article's structure and the logical analysis in the conclusion are of moderate quality.	Not submitted.

Apply theoretical knowledge to solving practical problems in the workplace. CO4: 0.5	The conclusion provides profound insights and exhibits a high level of feasibility.	The conclusion contains profound insights and demonstrates a certain level of feasibility.	The conclusion is simplistic in content and lacks feasibility.	The conclusion lacks logical coherence.

Assignment 2 Grading Criteria

Observation Points	Grading Criteria			
	A(100-90)	*B(89-80)*	*C(79-60)*	*D(0)*
Able to use statistical software to analyze data. CO2: 1.0	Select the appropriate method to analyze data and conduct the analysis accurately. The appendix includes a description of the analysis process.	Select the correct method to analyze data, with some errors in the analysis process.	Analysis method is correct, but there are numerous errors in the analysis process.	Not submitted.

Presentation Grading Criteria

Observation Points	Grading Criteria			
	A(100-90)	*B(89-80)*	*C(79-60)*	*D(0)*
Identify essential concepts and theories in IHRM.	Clearly describe the opportunities and challenges of	Clearly describe the opportunities and challenges of the Gig era	Moderately describe the opportunities and challenges	Fail to describe the opportunities and

CO1: 0.5	the Gig era through case studies. Sufficient evidence was presented during the description process.	through case studies. Some evidence was presented during the description process.	of the Gig era through case studies. Some evidence was presented during the description process.	challenges of the Gig era.
Apply theoretical knowledge to solving practical problems in the workplace. CO4: 0.5	The conclusion provides profound insights and exhibits a high level of feasibility.	The conclusion contains profound insights and demonstrates a certain level of feasibility.	The conclusion is simplistic in content and lacks feasibility.	The conclusion lacks logical coherence.

Midterm Report Grading Criteria

Observation Points	Grading Criteria			
	A(100-90)	*B(89-80)*	*C(79-60)*	*D(59-0)*
Identify essential concepts and theories in IHRM. CO1: 0.5	Clearly describe the impacts of digital change on HRM and explain it with case studies.	Describe the impacts of digital change on HRM.	Moderately describe the impacts of digital change on HRM.	Fail to describe the impacts of digital change on HRM.
Master the conventions of writing an academic report. CO3: 0.25	Align with the expectations of academic reports, and strictly adhere to the requirements of	Meet the requirements of academic reports, with a few errors.	Essentially fulfills the requirements of academic reports.	Faile to meet the requirements of academic report.

Propose problem-solving approaches by integrating theoretical concepts. CO4: 0.25	Empirical research provides profound insights and demonstrates a high level of feasibility.	The conclusion contains profound insights and demonstrates a certain level of feasibility.	The conclusion is simplistic in content and lacks feasibility.	The conclusion lacks logical coherence.

Final Report Grading Criteria

Observation Points	Grading Criteria			
	A(100-90)	*B(89-80)*	*C(79-60)*	*D(59-0)*
Identify the concept of Decent Work. CO1: 0.5	Clearly elucidate the concept of decent work, substantiating it with robust evidence and well-founded theories.	Elucidate the concept of decent work, substantiating it with robust evidence.	Moderately elucidate the concept of decent work	Fail to describe the concept of decent work.
Master the conventions of writing an academic report. CO3: 0.25	Align with the expectations of academic reports, and strictly adhere to the requirements of APA 7th edition.	Meet the requirements of academic reports, with a few errors.	Essentially fulfills the requirements of academic reports.	Failed to meet the requirements of academic report.
Propose problem-solving approaches by integrating	Utilize empirical analysis to formulate relevant conclusions	The conclusion offers profound	The conclusion is simplistic in content and lacks	The conclusion lacks

theoretical concepts. CO4: 0.25	and findings. The conclusion offers profound and innovative insights.	and innovative insights.	feasibility.	logical coherence.