MGMT8051

Comparative Human Resource Management

Session 2, Special circumstance 2020

Department of Management

Contents

Notice

As part of Phase 3 of our return to campus plan, most units will now run tutorials, seminars and other small group learning activities on campus for the second half-year, while keeping an online version available for those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face and online activities for your unit, please go to timetable viewer. To check detailed information on unit assessments visit your unit's iLearn space or consult your unit convenor.

General Information

Unit convenor and teaching staff
Candy Lu
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Contact via + 61 (2) 9850 8518
4 Eastern Road, Room 512

Credit points
10

Prerequisites
BUS651 or MGMT6051 or MKTG696 or MKTG6096 or MGNT608 or MGMT6008

Corequisites

Co-badged status

Unit description
This unit has two central themes: (1) How to think systematically and strategically about aspects of managing an organisation's international human assets, and (2) What really needs to be done to implement policies and to achieve a competitive international advantage. The unit will examine the difficulties of blending of exogenous and endogenous factors in more than one country while planning and coordinating vital human resource policies and practices.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at https://www.mq.edu.au/study/calendar-of-dates

Learning Outcomes

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

ULO1: Assess the challenges facing multinational corporations when implementing HRM practices in various international settings.

ULO2: Evaluate the impact of contextual factors on the management of people in multinational corporations.

ULO3: Research and compare HRM policies and practices in various countries.

ULO4: Develop management solutions for implementing HRM practices in an international context.

General Assessment Information

Late Assessments must also be submitted through Turnitin. No extensions will be granted. There will be a **deduction of 20%** of the total available marks made from the total awarded mark for each **24 hour period** or part thereof that the submission is late (for example, 25 hours late in submission incurs a 40% penalty). Late submissions will be accepted up to 96 hours after the due date and time.

This penalty does not apply for cases in which an application for Special Consideration is made and approved. Note: applications for Special Consideration Policy must be made within 5 (five) business days of the due date and time.

Assessment Tasks

Name	Weighting	Hurdle	Due
Literature review	40%	No	Week 8
Case study/analysis	35%	No	Weeks 7-12
Examination	25%	No	University Examination Period

Literature review

Assessment Type [1]: Literature review
Indicative Time on Task [2]: 25 hours
Due: **Week 8**
Weighting: **40%**

Students will be presented with a question or topic in international HRM to investigate. Students will be required to research and critically evaluate relevant literature to establish current knowledge, challenges or issues and/or emerging approaches/trends to a particular topic. Findings are to be presented via a 2800-3000 words (excluding references) literature review.

On successful completion you will be able to:

- Assess the challenges facing multinational corporations when implementing HRM practices in various international settings.
- Evaluate the impact of contextual factors on the management of people in multinational corporations.
- Research and compare HRM policies and practices in various countries.

Case study/analysis

Assessment Type [1]: Case study/analysis
Indicative Time on Task [2]: 22 hours
Due: **Weeks 7-12**
Weighting: **35%**

Groups will pick a country to investigate and discuss the implications for HR professionals working in Australian multinational corporations (MNCs) entering this case country. Groups are required to present their analysis and recommendations for Australian MNCs verbally (via a 30 minutes presentation, worth 15%) and via a 4000-4400 words written report (worth 20%). The assessment mark will not be a common mark but will be based on individual contribution to the case presentation and report.

On successful completion you will be able to:

- Evaluate the impact of contextual factors on the management of people in multinational corporations.
- Research and compare HRM policies and practices in various countries.
- Develop management solutions for implementing HRM practices in an international context.

Examination

Assessment Type [1]: Examination
Indicative Time on Task [2]: 15 hours
Due: **University Examination Period**
Weighting: **25%**

A two-hour online final examination, administered via iLearn, will be held during the University Examination Period.

On successful completion you will be able to:

- Assess the challenges facing multinational corporations when implementing HRM practices in various international settings.
- Evaluate the impact of contextual factors on the management of people in multinational corporations.
- Research and compare HRM policies and practices in various countries.

• Develop management solutions for implementing HRM practices in an international context.

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[1] If you need help with your assignment, please contact:

• the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
• the Writing Centre for academic skills support.

[2] Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

Delivery and Resources

Required Text	Dowling, P., Festing, M., & Engle, A. D. (2017). International Human Resource Management (7th ed.). London: Cengage Learning. ISBN 9781473719026. The text is available from the Co-Op Bookshop. Copies are held in the Library's Reserve section.
Unit Web Page	The web page for this unit can be found at: https://ilearn.mq.edu.au/login/
Technology Used and Required	• Students are required to have access to a personal computer and familiarise themselves with iLearn (https://ilearn.mq.edu.au/login/). iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students. • Library databases to source materials for the research reports, which are accessed electronically for conducting research for assignments; • Microsoft word and Power point (where applicable) for the research reports and presentations.
Delivery Format and Other Details	The timetable for classes can be found on the University web site at: http://www.timetables.mq.edu.au/
Recommended readings	Recommended readings are provided via the links on the iLearn Unit page
Inherent Requirements	None

Unit Schedule

Please see iLearn.

Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- Academic Appeals Policy

- Academic Integrity Policy

- Academic Progression Policy

- Assessment Policy

- Fitness to Practice Procedure

- Grade Appeal Policy

- Complaint Management Procedure for Students and Members of the Public

- Special Consideration Policy *(**Note:** The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.)*

Students seeking more policy resources can visit the Student Policy Gateway (https://students.mq.edu.au/support/study/student-policy-gateway). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit Policy Central (https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/study/getting-started/student-conduct

Results

Results published on platform other than eStudent, (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in eStudent. For more information visit ask.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

Student Support

Macquarie University provides a range of support services for students. For details, visit http://students.mq.edu.au/support/

Learning Skills

Learning Skills (mq.edu.au/learningskills) provides academic writing resources and study strategies to help you improve your marks and take control of your study.

- Getting help with your assignment

- Workshops

- StudyWise

- Academic Integrity Module

The Library provides online and face to face support to help you find and use relevant information resources.

- Subject and Research Guides

- Ask a Librarian

Student Services and Support

Students with a disability are encouraged to contact the Disability Service who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at ask.mq.edu.au

If you are a Global MBA student contact globalmba.support@mq.edu.au

IT Help

For help with University computer systems and technology, visit http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the Acceptable Use of IT Resources Policy. The policy applies to all who connect to the MQ network including students.