# MGMT3007

# International Human Resource Management

Session 1, Special circumstances 2021

*Department of Management*

## Contents

**Disclaimer**

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**Notice**

As part of Phase 3 of our return to campus plan, most units will now run tutorials, seminars and other small group activities on campus, and most will keep an online version available to those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face 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
Unit Convenor
Grant Michelson
grant.michelson@mq.edu.au

Credit points
10

Prerequisites
(HRM201 or MGMT2040) and (HRM250 or MGMT2050)

Corequisites

Co-badged status

Unit description
This unit explores the concepts and contemporary challenges of managing human resources in both domestic and international contexts. Students will learn about theoretical and conceptual models of managing a globalised workforce. The unit will also provide students with an opportunity to critically apply their conceptual learning to develop solutions for organisations in managing a global workforce.

## 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:** Analyse and explain the key differences between domestic and international HRM theories and strategies.

**ULO2:** Apply International HRM theories and concepts to solve problems.

**ULO3:** Critically evaluate International HRM theories and concepts in organisational, domestic and globalised contexts.

# General Assessment Information

**Late Assessment Policy:**

Late assessment submissions must be submitted through the appropriate submission link in iLea

rn. No extensions will be granted unless an application for Special Consideration is made and approved. There will be a **deduction of 10%** of the total available marks made from the total awarded mark for each **24 hour period** or part thereof that the submission is late. Late submissions will not be accepted after solutions have been discussed and/or made available.

*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 |
|------|-----------|--------|-----|
| Quiz | 15% | No | Week 5 |
| International HRM Project | 50% | No | Group Prezi - Week 7; Individual Report - Week 10 |
| Online Examination | 35% | No | University Examination Period |

## Quiz

Assessment Type [1]: Quiz/Test
Indicative Time on Task [2]: 5 hours
Due: **Week 5**
Weighting: **15%**

A thirty minute quiz worth 15%.

On successful completion you will be able to:
• Analyse and explain the key differences between domestic and international HRM theories and strategies.

## International HRM Project

Assessment Type [1]: Project
Indicative Time on Task [2]: 30 hours
Due: **Group Prezi - Week 7; Individual Report - Week 10**
Weighting: **50%**

This task has two components. The first is a group Prezi of 6 slides worth 20%. The second is an individual report of up to 2,000 words worth 30%.

On successful completion you will be able to:

- Apply International HRM theories and concepts to solve problems.
- Critically evaluate International HRM theories and concepts in organisational, domestic and globalised contexts.

## Online Examination

Assessment Type [1]: Examination
Indicative Time on Task [2]: 15 hours
Due: **University Examination Period**
Weighting: **35%**

A two-hour online examination worth 35% will be held during the University Examination Period.

On successful completion you will be able to:

- Analyse and explain the key differences between domestic and international HRM theories and strategies.
- Apply International HRM theories and concepts to solve problems.
- Critically evaluate International HRM theories and concepts in organisational, domestic and globalised contexts.

[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 |
| --- | --- |
| Unit web page | The web page for this unit can be found at: https://ilearn.mq.edu.au/login/ |

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| **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/).<br><br>iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students. |
| **Delivery Format and Other Details** | • Number and length of classes: 1 x 2 hour lecture and 1 x 1 hour tutorial, i.e. 3 hours per week unless indicated otherwise in the lecture schedule. Classes may vary due to public holiday(s)<br>• Recorded lecture stream will be available via ECHO recordings on your learn site<br>• Tutorials will commence in Week 2.<br>• 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://policies.mq.edu.au). 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

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

To find other policies relating to Teaching and Learning, visit Policy Central (https://policies.mq.edu.au) and use the search tool.

## Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/admin/other-resources/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.