



MGMT8051

International Human Resource Management

Session 1, In person/Online-scheduled-weekday, North Ryde 2022

Department of Management

Contents

<u>General Information</u>	2
<u>Learning Outcomes</u>	2
<u>General Assessment Information</u>	3
<u>Assessment Tasks</u>	3
<u>Delivery and Resources</u>	5
<u>Unit Schedule</u>	6
<u>Policies and Procedures</u>	6

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General Information

Unit convenor and teaching staff Unit Convenor Candy Lu candy.lu@mq.edu.au
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 submissions of assessments

Unless a Special Consideration request has been submitted and approved, no extensions will be granted. There will be a deduction of 10% of the total available assessment-task marks made from the total awarded mark for each 24-hour period or part thereof that the submission is late. Late submissions will only be accepted up to 96 hours after the due date and time.

No late submissions will be accepted for timed assessments – e.g., quizzes, online tests.

Table 1: Penalty calculation based on submission time

Submission time after the due date (including weekends)	Penalty (% of available assessment task mark)	Example: for a non-timed assessment task marked out of 30
< 24 hours	10%	10% x 30 marks = 3-mark deduction
24-48 hours	20%	20% x 30 marks = 6-mark deduction
48-72 hours	30%	30% x 30 marks = 9-mark deduction
72-96 hours	40%	40% x 30 marks = 12-mark deduction
> 96 hours	100%	Assignment won't be accepted

Special Consideration

To request an extension on the due date/time for a timed or non-timed assessment task, you must submit a Special Consideration application. An application for Special Consideration does not guarantee approval.

The approved extension date for a student becomes the new due date for that student. The late submission penalties above then apply as of the new due date.

Assessment Tasks

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

Literature review

Assessment Type ¹: Literature review

Indicative Time on Task ²: 25 hours

Due: **Week 8**

Weighting: **40%**

This assessment is worth 40% in total. It is a 2,800 - 3,000 word (excluding references) individual 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%**

This assessment has two components worth 35% in total. One component is a 30 minute group presentation worth 15%. The other component is a 4,000 - 4,400 word group report worth 20%. Each member of the group will be marked individually based on contribution and performance to both components.

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.

Final Online Examination

Assessment Type ¹: Examination

Indicative Time on Task ²: 15 hours

Due: **University Examination Period**

Weighting: **25%**

A two-hour online final examination worth 25% , 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.

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). <i>International Human Resource Management</i> (7th ed.). London: Cengage Learning. ISBN 9781473719026. The text is available on Booktopia . 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	<ul style="list-style-type: none">• 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 PowerPoint (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 Leganto 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 \(https://policies.mq.edu.au\)](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](#)
- [Assessment Procedure](#)
- [Complaints Resolution Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#)

Students seeking more policy resources can visit [Student Policies \(https://students.mq.edu.au/support/study/policies\)](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 \(https://policies.mq.edu.au\)](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

Academic Integrity

At Macquarie, we believe [academic integrity](#) – honesty, respect, trust, responsibility, fairness and

courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free [online writing and maths support](#), [academic skills development](#) and [wellbeing consultations](#).

Student Support

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

The Writing Centre

[The Writing Centre](#) provides resources to develop your English language proficiency, academic writing, and communication skills.

- [Workshops](#)
- [Chat with a WriteWISE peer writing leader](#)
- [Access StudyWISE](#)
- [Upload an assignment to Studiosity](#)
- [Complete the 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

Macquarie University offers a range of [Student Support Services](#) including:

- [IT Support](#)
- [Accessibility and disability support](#) with study
- Mental health [support](#)
- [Safety support](#) to respond to bullying, harassment, sexual harassment and sexual assault
- [Social support including information about finances, tenancy and legal issues](#)

Student Enquiries

Got a question? Ask us via [AskMQ](#), or contact [Service Connect](#).

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.