



MGMT3007

International Human Resource Management

Session 1, In person-scheduled-weekday, North Ryde 2023

Department of Management

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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 Submission Penalty

Unless a Special Consideration request has been submitted and approved, a 5% penalty (of the

total possible mark) will be applied each day a written assessment is not submitted, up until the 7th day (including weekends). After the 7th day, a grade of '0' will be awarded even if the assessment is submitted. Submission time for all written assessments is set at 11.55pm. A 1-hour grace period is provided to students who experience a technical concern.

For any late submissions of time-sensitive tasks, such as scheduled tests/exams, performance assessments/presentations, and/or scheduled practical assessments/labs, students need to submit an application for [Special Consideration](#).

Assessment Tasks

Name	Weighting	Hurdle	Due
Essay	40%	No	Week 6
Case study	30%	No	Week 9
Critical Reflection	30%	No	Week 13

Essay

Assessment Type ¹: Essay

Indicative Time on Task ²: 20 hours

Due: **Week 6**

Weighting: **40%**

This assessment is an individual essay of 2,000 words, and worth 40%.

On successful completion you will be able to:

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

Case study

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 15 hours

Due: **Week 9**

Weighting: **30%**

This assessment is an individual case study of 1,500 words, and worth 30%.

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.

Critical Reflection

Assessment Type ¹: Reflective Writing

Indicative Time on Task ²: 15 hours

Due: **Week 13**

Weighting: **30%**

This assessment is an individual reflective writing of 1,500 words, and worth 30%. Students critically reflect on two topics covered during the semester based on a real-world situation.

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

Please see iLearn for further information.

Unit Schedule

Please see iLearn for further information.

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 Advocacy](#) provides independent advice on MQ policies, procedures, and processes

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.