



MGMT8051

International Human Resource Management

Session 2, In person-scheduled-weekday, North Ryde 2026

Department of Management

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General Information

Unit convenor and teaching staff Candy Ying Lu candy.lu@mq.edu.au
Credit points 10
Prerequisites MGMT6051 or MKTG6096 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 Assessment Submission Penalty (written assessments)

If you submit your assessment late, 5% of the total possible marks will be deducted for each day (including weekends), up to 7 days. Submissions more than 7 days late will receive a mark of 0.

Example 1 (out of 100): If you score 85/100 but submit 20 hours late, you will lose 5 marks and receive 80/100.

Example 2 (out of 30): If you score 27/30 but submit 20 hours late, you will lose 1.5 marks and receive 25.5/30.

Extensions:

Automatic short extension: Some assessments are eligible for automatic short extension. You can only apply for an automatic short extension before the due date.

Special Consideration: If you need more time due to serious issues and for any assessments that are not eligible for Short Extension, you must apply for Special Consideration. Need help? Review the [Special Consideration page](#) for further details.

Assessment Tasks

Name	Weighting	Hurdle	Due	Groupwork/Individual	Short Extension	AI Approach
Skills development: Integrating theory and evidence in international HRM	40%	No	18/09/2026	Individual	Yes	Open AI
Skills development: Applied IHRM analysis	30%	No	06/11/2026	Individual	Yes	Open AI
Professional practice: International HRM case application	30%	No	Weeks 7-12	Individual and Group	No	Observed

Skills development: Integrating theory and evidence in international HRM

Assessment Type ¹: Problem-based task

Indicative Time on Task ²: 25 hours

Due: **18/09/2026**

Weighting: **40%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open AI

The purpose of this assessment is to develop your ability to research, synthesise, and critically evaluate academic literature in the field of International Human Resource Management.

You will conduct a structured literature review on a prescribed topic, identifying key challenges, best practices, and emerging trends. You will analyse theoretical approaches, evaluate existing evidence, highlight gaps in the research, and propose directions for future study.

Skills in focus:

- Discipline knowledge
- Critical thinking and problem solving

Deliverable(s): Literature review [max 3000 words]

Individual assessment

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.

Skills development: Applied IHRM analysis

Assessment Type ¹: Problem-based task

Indicative Time on Task ²: 15 hours

Due: **06/11/2026**

Weighting: **30%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open AI

The purpose of this assessment is to demonstrate your ability to apply advanced International Human Resource Management (IHRM) concepts and models to complex business problems.

You will respond to a series of mini-case studies and business scenarios that require critical reasoning, theoretical insight, and strategic analysis. You will select and apply the most relevant IHRM frameworks to evaluate the issues and propose evidence-informed recommendations.

Skills in focus:

- Discipline knowledge
- Critical thinking and problem solving

Deliverable(s): Written analysis [max 2000 words]

Individual assessment

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.

Professional practice: International HRM case application

Assessment Type ¹: Presentation task

Indicative Time on Task ²: 22 hours

Due: **Weeks 7-12**

Weighting: **30%**

Groupwork/Individual: Individual and Group

Short extension ³: No

AI Approach: Observed

The purpose of this assessment is to develop your ability to apply International Human Resource Management (IHRM) theories and frameworks to real-world organisational challenges faced by multinational corporations.

You will work in a team to research and analyse an allocated case study, integrating theoretical insights with current evidence to evaluate HR challenges and recommend practical strategies. As a group, you will present your findings in class.

Skills in focus:

- Discipline knowledge
- Collaboration and communication
- Critical thinking and problem solving
- Work readiness

Deliverable(s): Group presentation (30–35 min) plus 10min Q&A .

Individual and group assessment

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.
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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
- [Academic Success](#) 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.

³ An automatic short extension is available for some assessments. Apply through the [Service Connect Portal](#).

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.s.mq.edu.au) (<https://policies.s.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 connect.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/>

Academic Success

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

- [Ask a Study Coach](#)
- [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 the [Service Connect Portal](#), or contact [Service Connect](#).

IT Help

For help with University computer systems and technology, visit <https://students.mq.edu.au/support/technology/service-desk>.

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.

Unit information based on version 2026.03 of the [Handbook](#)