

HRMT 406 International HRM

Today, managing across borders is more common than not and requires effective communication, collaboration, and relationship management skills. Develop a critical understanding of human resources management's role in an international context. Topics covered include the recruitment and selection of expatriates, performance management, and reward systems in a multinational context. Case studies are explored for the better understanding of realistic problems in international HRM. Discover skillsets and talents needed to prepare future HR managers for the challenges of multiculturalism and global issues in the modern workplace. *(Prerequisite: MGMT302) (3 credits)*

Course Learning Outcomes:

By the end of the course, students will be able to:

1. Analyze the different stages of business internationalization and possible HRM implications for each.
2. Analyze various HRM functions and how they provide solutions to people management challenges in multi-national organizations
3. Appreciate the implications of increasing globalization for the management of human resources, with particular reference to IHRM in multinational corporations
4. Demonstrate understanding of how IHRM interventions can address challenges faced by Bahrain and the Gulf States.
5. Analyze case studies to demonstrate how to identify, apply, and synthesize IHRM solutions for people management challenges in multi-national organizations and/or domestic organizations who employ expatriates.
6. Evaluate the significance of diversity management in Bahraini/GCC organizations and recommend appropriate guidelines.

Textbook & Course Materials:

- B. Sebastian Reiche, Anne-Wil Harzing, Helene Tenzer, International Human Resource Management, Thousand Oaks, Sage

Course Content:

1. Culture and Cross-Cultural Management
2. Comparative Human Resource Management
3. The Transfer of Employment Practices across Borders in Multinational Companies
4. Approaches to International Human Resource Management
5. International Assignments
6. Multinational Companies to the Host Country Environment
7. MNCs, Regulation and the Changing Context of International Human Resource Management
8. Human Resource Management in Cross-Border Mergers and Acquisitions
9. Managing Knowledge in Multinational Firms
10. Training and Development: Developing Global Leaders and Expatriates
11. Global and Local Resourcing: The Cases of Japan, Taiwan, China and Vietnam
12. Global Performance Management
13. Total Rewards in the International Context
14. Equal Opportunity and Diversity Management in the Global Context
15. Corporate Social Responsibility and Sustainability through Ethical HRM Practices