

Department: School of Business

Course Name International HRM

Hours per week 3

Number of Credits 3

Course Description This course aims to introduce the fundamental human resource functions, including staffing, compensation, and performance management of contemporary enterprises. The aim of this course is to provide students with a decent understanding of the international HR practices and issues. Also, the course tries to build awareness of the international business context based on previous knowledge base and how HR can contribute as a strategic partner to enhance multinational's performance and competitive advantages.

The course contains the topics of international HRM, including culture, compensation, international organizations and their structures, international assignment management and the challenges that global organizations face. This course will help students compare and contrast operations of domestic vs. international businesses and how business practices need to be adapted to operate successfully in foreign markets. Specifically, this course is about: 1) Global strategy/structure; 2) Understanding and managing cultural differences; 3) Design and