

Course	International Human Resource Management, 3 ECTS credits
Year and period	M.Sc. 1–2, 15–19 July 2019
Teacher(s)	Matthias Baum, Professor, University of Kaiserslautern, Germany
Person(s) in Charge	Olli Kuivalainen, Professor, LUT University
Aims	<p>During the course, students will be acquainted with current research findings and practical cases from the area of international human resource management (international HRM). After successful completion of the course, students are expected to be able to:</p> <ul style="list-style-type: none"> - Explain and distinguish the main constituents of international HRM, convergence and divergence of HRM practices as well as strategic issues in international HRM. - Evaluate how contextual factors impact local HRM and understand how international HRM practices can be designed. - Develop insights into an evidence-based approach to management and understand how research findings can be used to inform managerial decisions. - Apply practical and social skills by working in groups on international HRM cases. - Demonstrate problem-solving capacities: students have to work on real-life international HRM problems and find evidence-based solutions for them.
Content	<p>As multinational corporations (MNCs) become more internationally diverse and embedded in multiple geographical regions, the complexity of and the requirements for international human resource management rise. For many firms human resources are essential to create sustained competitive advantages. In order to efficiently operate in multiple geographic areas and to exploit the full potential of their human resources, MNCs need to establish practices that address the complexity of the international arena. In this course, we discuss the main tenets of international human resource management with a particular focus on the following aspects:</p> <ul style="list-style-type: none"> - The influence of culture on the design and efficiency of HRM practices - Expatriate management - International recruitment and building international employer brands - E-lancing

<p>Modes of Study</p>	<p>The teaching is composed of different techniques mixing lectures with group work and presentations, discussions and case analyses. In general, the class provides (and requires) a high level of interaction between the participants. Thus, an active participation is strongly encouraged.</p> <p>Total course: about 80 h</p> <ul style="list-style-type: none"> - 30 hours of lectures and in-class assignments / discussion of case studies - 50 hours of preparation for lectures and assignments (please note that you are expected to start to work approx. 1 month before the intensive lecturing week)
<p>Evaluation</p>	<p>Final grade 0-5. Evaluation 0-100 points:</p> <ul style="list-style-type: none"> - class participation 20 points - case study presentations 80 points <p>The overall pass mark is 50 %.</p>
<p>Study Materials</p>	<p>Selection of the articles and materials distributed in the class. The readings to be announced before / in the class.</p>
<p>Prerequisites</p>	<p>Previous studies in business recommended.</p>