MGT6314: GLOBAL HUMAN RESOURCES MANAGEMENT

Effective Term
Semester B 2024/25

Part I Course Overview

Course Title
Global Human Resources Management

Subject Code
MGT - Management

Course Number
6314

Academic Unit
Management (MGT)

College/School
College of Business (CB)

Course Duration
One Semester

Credit Units
3

Level
P5, P6 - Postgraduate Degree

Medium of Instruction
English

Medium of Assessment
English

Prerequisites
Nil

Precursors
Nil

Equivalent Courses
Nil

Exclusive Courses

MGT5316 Human Resources Management
MGT6311 Human Capital Management
FB6311 Strategic Human Resources Management

Part II Course Details

Abstract

This course aims to

- To introduce Human Resource Management as a tool for the implementation of global organizational strategy

- To develop students with the ability to predict the effects of management actions and policies on employee behavior and performance in a variety of national and international contexts.

- To develop students with ability to analyze global organizational issues and problems, and to determine the appropriate human resource management responses.

Course Intended Learning Outcomes (CILOs)

	CILOs	Weighting (if app.)	DEC-A1	DEC-A2	DEC-A3
1	Describe and explain the major functional activities in human resource management, and to describe and explain how these may vary across national contexts		x	x	
2	Apply the principles of HRM in analyzing problems and in identifying potential solutions to the problems		x	x	
3	Apply the principles of HRM in order to better manage subordinates in a variety of national and international contexts			x	
4	Identify appropriate HRM policies and actions needed to support global organizational strategies			x	x

A1: Attitude
Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.

A2: Ability
Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to real-life problems.

A3: Accomplishments
Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

Learning and Teaching Activities (LTAs)

	LTAs	Brief Description	CILO No.	Hours/week (if applicable)
1	Readings.	Students will read from a list of articles on current HR topics.	1, 2, 3, 4	
2	Lecture.	Students will learn in the first part of each class key concepts of global HRM and examples of global HR practices.	1, 2, 3, 4	

| 3 | Discussion exercises. | The second part of each class is devoted to group discussion exercises. Students in each group will discuss and present their viewpoints on a selected topic before the entire class. Students will receive feedback on the key points of the discussion and will be given clarification on the key concepts if necessary. | 2, 3, 4 | |

Assessment Tasks / Activities (ATs)

	ATs	CILO No.	Weighting (%)	Remarks (e.g. Parameter for GenAI use)
1	In-class exercises	1, 2, 3, 4	20	Students will be expected to actively engage in the discussion exercises. The exercises will provide an initial point at which feedback can be given to students regarding their mastery of topics given in class. Students will be informed that assessment is largely based on their active engagement and participation in the discussions.
2	Critical Incident / Organization Analysis	1, 2, 3, 4	30	Students will review the global business strategies of an organization. They will describe the global HR programs and the challenges faced by the organization. They should identify and assess the critical issues in running these global HR programs and the critical success factors.
3	Critical self-evaluation	2, 3, 4	30	Students will write a reflective essay examining their growth and learning during the course. Particular attention is devoted to examining their efforts in applying the concepts covered in the course and how the learning may develop them to be a better manager.

4	Quizzes	1, 2	20	Students will take two quizzes to assess the extent to which they understand the key concepts in global HRM.

Continuous Assessment (%)

100

Assessment Rubrics (AR)

Assessment Task

In-class exercises (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

Criterion

1.1 Clearly ARTICULATE ideas and suggestions

Excellent

(A+, A, A-) High

Good

(B+, B, B-) Significant

Fair

(C+, C, C-) Moderate

Marginal

(D) Basic

Failure

(F) Not even reaching marginal levels

Assessment Task

Critical Incident / Organization Analysis (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

Criterion

2.1 ABILITY to APPLY key analytical tools

Excellent

(A+, A, A-) High

Good

(B+, B, B-) Significant

Fair

(C+, C, C-) Moderate

Marginal

(D) Basic

Failure

(F) Not even reaching marginal levels

Assessment Task

Critical Incident / Organization Analysis (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

Criterion

2.2 ABILITY to COMMUNICATE key findings and recommendations

Excellent

(A+, A, A-) High

Good

(B+, B, B-) Significant

Fair

(C+, C, C-) Moderate

Marginal

(D) Basic

Failure

(F) Not even reaching marginal levels

Assessment Task

Critical self-evaluation (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

Criterion

3.1 ABILITY to APPLY key concepts from class to prior experiences and REFLECT upon self-growth

Excellent

(A+, A, A-) High

Good

(B+, B, B-) Significant

Fair

(C+, C, C-) Moderate

Marginal

(D) Basic

Failure

(F) Not even reaching marginal levels

Assessment Task

Quizzes (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

Criterion

4.1 ABILITY to EXPLAIN and USE fundamental concepts, principles, and models.

Excellent

(A+, A, A-) High

Good
(B+, B, B-) Significant

Fair
(C+, C, C-) Moderate

Marginal
(D) Basic

Failure
(F) Not even reaching marginal levels

Assessment Task
In-class exercises (for students admitted from Semester A 2022/23 to Summer Term 2024)

Criterion
1.1 Clearly ARTICULATE ideas and suggestions

Excellent
(A+, A, A-) High

Good
(B+, B) Significant

Marginal
(B-, C+, C) Moderate

Failure
(F) Not even reaching marginal levels

Assessment Task
Critical Incident / Organization Analysis (for students admitted from Semester A 2022/23 to Summer Term 2024)

Criterion
2.1 ABILITY to APPLY key analytical tools

Excellent
(A+, A, A-) High

Good
(B+, B) Significant

Marginal
(B-, C+, C) Moderate

Failure
(F) Not even reaching marginal levels

Assessment Task

Critical Incident / Organization Analysis (for students admitted from Semester A 2022/23 to Summer Term 2024)

Criterion

2.2 ABILITY to COMMUNICATE key findings and recommendations

Excellent

(A+, A, A-) High

Good

(B+, B) Significant

Marginal

(B-, C+, C) Moderate

Failure

(F) Not even reaching marginal levels

Assessment Task

Critical self-evaluation (for students admitted from Semester A 2022/23 to Summer Term 2024)

Criterion

3.1 ABILITY to RELATE key concepts learnt in the course to prior experiences and APPLY the concepts in future work scenarios

Excellent

(A+, A, A-) High

Good

(B+, B) Significant

Marginal

(B-, C+, C) Moderate

Failure

(F) Not even reaching marginal levels

Assessment Task

Quizzes (for students admitted from Semester A 2022/23 to Summer Term 2024)

Criterion

4.1 ABILITY to UNDERSTAND fundamental concepts, principles, and model

Excellent

(A+, A, A-) High

Good

(B+, B) Significant

Marginal

(B-, C+, C) Moderate

Failure

(F) Not even reaching marginal levels

Part III Other Information

Keyword Syllabus

Global HRM; Recruitment; Personnel Selection; Performance Management; Training & Development; Compensation Management; Talent Management; People Analytics; Managing Remote Workers

Reading List

Compulsory Readings

	Title
1	NIL

Additional Readings

	Title
1	DeNisi A., Murphy, K., Varma, A., & Budhwar P. (2021). Performance management systems and multinational enterprises: where we are and where we should go. Human Resource Management 60 707-713.
2	Langer, M., Konig C., Sanchez, D. R., & Samadi S. (2020). Highly automated interviews: applicant reactions and the organizational context. Journal of Managerial Psychology 35(4) 310-314.
3	Roulin N., & Levashina J. (2019). LinkedIn as a new selection method: psychometric properties and assessment approach. Personnel Psychology 72 187-211.
4	Vaiman V., Cascio, W. F., Collings, D. G., & Swider B. W. (2021). The shifting boundaries of talent management. Human Resource Management 60 253-257.
5	Van Iddekinge C. H., Lanivich S. E., Roth, P. L., & Junco, E. (2016). Social media for Selection? Validity and adverse impact potential of a Facebook-based assessment. Journal of Management 42(7) 1811-1835.