



Introduction

Welcome

This document sets out important information concerning your course. Please read it carefully.

LearnOnline Site

Please refer to the course Learnonline site for other information to assist you with your studies. The link to the LearnOnline site is shown under the "Learning Resources – Learnonline course site" heading below.

Points of Contact

Your primary point of contact for all information about the course including course content, teaching arrangements, course materials, assessment requirements, and grades, is the Course Facilitator. The Facilitator's contact details are shown below. If leaving a phone message or email, please allow at least one working day for staff to respond.

Course Teaching Staff

Administrator:	Ms Ling Ly
Location:	School of Management EM2-32
Telephone:	+61 8 8302 0754
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Staff Home Page:	people.unisa.edu.au/Ling.Ly
Administrator:	Mr Matthew O'Connor
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Course Facilitator:	Prof Nicola Pless
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* Please refer to your Course homepage for the most up to date list of course teaching staff.

School Contact Details

School of Management

Physical Address: Level 2, Room 32, Elton Mayo Building (EM)
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City West
Adelaide 5000

Postal Address: UniSA School of Management
GPO Box 2471
Adelaide 5001

Phone: +61 8 8302 0524

Email: mgn.enquiries@unisa.edu.au

Website: <http://www.unisabusinessschool.edu.au/management/>

Course Overview

Prerequisite(s)

There are no prerequisite courses to be completed before this course can be undertaken.

Corequisite(s)

There are no corequisite courses to be completed in conjunction with this course.

Course Aim

This course provides students with theoretical and practical knowledge of the role and impact of international human resource management on management decision making, business strategy, and business conduct in the international business context. The course explores the complexities of managing human resources within international businesses and considers a range of human resource strategies available to managers to enable businesses to compete more effectively in today's global economy.

Students completing the course develop a body of knowledge that:

- Contributes to a comprehensive and integrated application of knowledge of international human resource management to recent developments in the field of international business management.
- Provides a pathway for further learning.

Course Objectives

On completion of this course, students should be able to:

CO1. Acquire a body of knowledge of, and critically reflect on, theoretical and practice-based principles of the role and impact of international human resource management on management decision making.

CO2. Critically assess and evaluate the complexities of managing human resources within international businesses and the human resource strategies available to managers to enable businesses to compete more effectively in today's global economy.

CO3. Apply principles of human resource management to organisational management in the international business setting.

CO4. Demonstrate Business School Enterprise Skills: i) Self-Management (intermediate level); ii) Problem Solving (intermediate level); iii) Written Communication (intermediate level); and iv) International Perspective (intermediate level).

Upon completion of this course, students will have achieved the following combination of Graduate Qualities and Course Objectives:

Graduate Qualities being assessed through the course							
	GQ1	GQ2	GQ3	GQ4	GQ5	GQ6	GQ7
CO1	•	•	•	•	•	•	•
CO2	•	•	•	•	•		•
CO3	•	•	•	•	•	•	•
CO4		•	•			•	•

Graduate Qualities

A graduate of UniSA:

GQ1. operates effectively with and upon a body of knowledge of sufficient depth to begin professional practice

GQ2. is prepared for life-long learning in pursuit of personal development and excellence in professional practice

GQ3. is an effective problem solver, capable of applying logical, critical, and creative thinking to a range of problems

GQ4. can work both autonomously and collaboratively as a professional

GQ5. is committed to ethical action and social responsibility as a professional and citizen

GQ6. communicates effectively in professional practice and as a member of the community

GQ7. demonstrates international perspectives as a professional and as a citizen

Course Content

Topics covered in this course:

- The growing importance of international human resource management.
- The impact of national culture on human resource management.
- Specific issues in recruitment, motivation and retention of international employees.
- Challenges faced in international compensation.
- Complexities of labour relations for the multinational firm.
- International human resource management issues in developing countries.

Teaching and Learning Arrangements

Seminar	3 hours x 10 weeks
Preparatory	1 x 1 week

Unit Value

4.5 units

Further Course Information

Assignment protocols – collection and use of data

Assignments on your own workplace

If you do a major assignment for this course on your own workplace, you must seek permission from your employer prior to commencing the assignment.

A copy of the assignment cannot be given to any party other than your employer unless your employer agrees in writing for this to be done.

If a copy of the assignment is provided to your employer, or to any other party beyond course assessment purposes, all reference to UniSA, the program of study, and the course itself, must first be removed from the report. The report must not be presented as a UniSA report or be linked to UniSA in any way.

Assignments on other businesses or settings

If you do a major assignment for this course on an organisation or situation other than your own organisation and, in doing so, you intend to gather information that is not otherwise publically available, you must:

(i) Discuss your proposed assignment with your Course Facilitator prior to commencing any work on it.

(ii) Give the party providing you with information a written statement of disclosure setting out:

a) The capacity in which you are acting; this will usually be "I am seeking information in my capacity as a student undertaking university studies".

b) The purpose for which the information will be used; usually "The information will be used as part of a

university course report to be submitted for assessment”.

c) Who will receive a copy of the report; normally this will be “The report will not to be used for any other purpose other than for university course assessment”.

d) There may be instances where the report might be provided to another party, such as an organisation that is the focus of the assignment i.e.: “The report will be used for university course assessment and will be provided to XYZ”.

e) Confidentiality and anonymity protocols: normally this will be “Information will not be requested that is personal to you and no references will be included in the report that could directly or knowingly identify you as the source of information”.

f) The name and contact details of the Academic Integrity Officer with an invitation for the person to contact the AI Officer if any matters of concern arise: “If you have any concerns with the gathering or use of information please contact the UniSA School of Management Academic Integrity Officer, email: MGN-AcademicIntegrityOfficers@unisa.edu.au.”

A copy of your proposed statement of disclosure must be provided to, and approved by, your course facilitator prior to your proceeding with the assignment.

Where a report is provided to another party beyond course assessment purposes, all reference to UniSA, the program of study, and the course itself, must first be removed from the report. The report must not be presented as a UniSA report or be linked to UniSA in any way.

Learning Resources

Textbook(s)

You will need continual access to the following text(s) to complete this course. Where possible the Library will make the book available for student use. Please check the Library catalogue before purchasing the book(s). The Library will always seek to purchase resources that allow an unlimited number of concurrent users, however availability is dependent on license arrangements with book publishers and platforms. <http://www.library.unisa.edu.au>

Dowling, PJ, Festing, M & Engle A (2017). *International Human Resource Management* (7th edn). Cengage Learning Australia Pty Limited.

Reference(s)

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- Shen, J 2005, 'Towards a generic international human resource management (IHRM) model', *Journal of Organisational Transformation and Social Change*, vol. 2, no. 2, pp. 83-102.
- Shen, J. 2011, 'Developing the concept of socially responsible international HRM', *International Journal of Human Resource Management*, 22(6): 1351-1363.
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- Sparrow, P 2009, *Handbook of international human resource management: integrating people, process, and context*, Wiley-Blackwell, Oxford.

Materials to be accessed online

learnonline course site

All course related materials can be accessed through your learn**online** course site which you will be able to access from the my Courses section in myUniSA.

myUniSA

All study related materials can be accessed through: <https://my.unisa.edu.au>

Assessment

Assessment Details

Details of assessment submission and return are listed under each assessment task. Assessment tasks will be returned to you within two to three weeks of submission.

Cover sheets

A cover sheet is not required for assessment tasks submitted via learnonline, as the system automatically generates one.

If the Course Coordinator allows submissions in hard copy format, you will be required to attach an Assignment Cover Sheet which is available on the learnonline student help (<https://lo.unisa.edu.au/mod/book/view.php?id=1843&chapterid=567>) and in myUniSA.

Assessment Summary

#	Form of assessment	Length	Duration	Weighting	Due date (Adelaide Time)	Submit via	Objectives being assessed
1	Report	3600 words	N/A	60%	3 Nov 2019, 11:00 PM	learnonline	CO1, CO2, CO3, CO4
2	Continuous assessment	2400 word equivalent	N/A	40%	27 Oct 2019, 11:00 PM	learnonline, weekly	CO1, CO2, CO3, CO4

Feedback proformas

The feedback proforma is available on your course site.

Assessments

Individual Project: HRM Report (Graded)

Choose an Australian organisation that **has not expanded overseas**.

Examine briefly the background of this organisation.

Assume that this organisation is going to expand operations into a non-English speaking country of your choice.

Examine, in detail, the various HR issues the organisation will have to face in the foreign country based on the topics discussed in this course.

Your paper should clearly reflect at least two of the key International HRM areas of Recruitment and Selection, Training and Development, Performance Management, Compensation, Labour Relations, etc.

Formatting and Layout:

3600 words

Prepare a **1.5 spaced, essay style format, using Calibri 11 font**.

Referencing Style to be used: You are required to use the Harvard Referencing style with **at least 10 references**.

Continuous on-line activities (Graded)

Overview

This assignment has two components:

- (a) Topic questions – weekly activities (submit 6 of the first 9 topics)
- (b) End-of-course reflections

(a) Topic questions – weekly activities (choose only 6 of the first 9 topics)

Once you register online, you will be divided into 2 groups (Group A and Group B). Then on week 1 Group A can make informed comment on one Topic activity while Group B may comment on students' activity postings. The following week this is reversed so, week 2, Group B comment on a Topic activity and Group A comment on

students' activity postings. This sequence continues until week 9. Students need to choose only 6 of the 9 topics to submit

When choosing your 6 topics make sure that you are able to submit an answer to 3 topics and make comment on students' activity postings for the other 3 topics you choose. These choices need to coincide with your Group A or B allocation. For example, Group A can choose to answer a topic in weeks 1, 3, 5, 7, or 9. Group B can choose to answer a question in weeks 2, 4, 6, or 8. Whether in group A or B you need to choose 3 topics. You are also required to make comment on another student's question response in week 2, 4, 6, or 8 if in Group A. If in Group B you are required to make comment on another student's question response in week 1, 3, 5, 7, or 9. Again, Whether in group A or B you need to choose 3 topics to comment on.

The allocation of the group lists can be found in the seminar room.

Each posting should accurately reference course readings (Harvard referencing style) and/or other relevant articles/texts to illustrate the acquisition of new knowledge.

Submissions need to be reflective, interpretative and well-constructed. These contributions should reflect a participant's ability to propose unique points of view and support these with evidence in the form of experience and reference to the body of knowledge. Positive and constructive comment is expected, that recognises the positive parts as well as the parts which can be improved (limitations) in student responses.

Unsubstantiated or general comments do not make for good discussion.

Formatting and Layout:

No more than 300 words per week (i.e. 300 words for your activity posting one week, and up to 300 words for your response to one other student on alternate weeks). Students are asked to adhere to these word limits when answering a question or making comment on another student's activity posting. Please make sure that you comment to a different student's submission each time.

For 6 out of the 9 weeks of the course, you are required to answer one of the activity questions set for the week's topic, or, comment on another student's submission.

At the beginning of your answer, please show the question you are answering (not included in the word count).

Friday 11.00pm Due date for the group commenting on a Topic activity. (Adelaide time). This will allow time for students from the other group to make comment.

Sunday night 11.00pm Due date for the group making constructive comment on Topic activity (Adelaide time).

Feedback on your postings will be made by your classmates and will be overseen by the course facilitator.

(b) Course reflections

Week 10, you submit 600 words of personal reflections on the course.

These reflections should focus on the key things (e.g. intercultural aspects) you learned from the course and why they are important to you. So this component focuses on your own personal learning from the course.

You can use a concept of the course to frame your personal reflections. However, you are not expected to present an academic piece of work.

You will be assessed on the personal insight, self-reflection, and self-awareness demonstrated in your submission.

Submission and return of assessment tasks

See above under Assessment details.

Exam Arrangements

This course does not have an exam.

Variations to exam arrangements

Variation to exam arrangements does not apply to this course.

Supplementary Assessment

Supplementary assessment or examination offers students an opportunity to gain a supplementary pass (SP) and is available to all students under the following conditions unless supplementary assessment or examination has not been approved for the course:

1. if the student has achieved a final grade between 45-49 per cent (F1) in a course
2. if a student who has successfully completed all of the courses within their program, with the exception of two courses in which they were enrolled in their final study period, a supplementary assessment or examination may be granted where the final grade in either or both of these courses, is less than 45 percent (F1 or F2) and all assessments in the courses were attempted by the student. Supplementary assessment will not be available for a course under investigation for academic integrity until the investigation is completed, and determined that it did not constitute academic misconduct.

More information about supplementary assessment is available in section 7.5 of the Assessment Policy and Procedures Manual.

<http://i.unisa.edu.au/policies-and-procedures/codes/assessment-policies/>

Important information about all assessment

All students must adhere to the University of South Australia's policies about assessment:

<http://i.unisa.edu.au/policies-and-procedures/codes/assessment-policies/>.

Additional assessment requirements

There are no additional assessment requirements identified for this course.

Students with disabilities or medical conditions

Students with disabilities or medical conditions or students who are carers of a person with a disability may be entitled to a variation or modification to standard assessment arrangements. See Section 7 of the Assessment Policy and Procedures Manual (APPM) at: <http://i.unisa.edu.au/policies-and-procedures/codes/assessment-policies/>

Students who require variations or modifications to standard assessment arrangements should make contact with their Course Coordinator as early as possible in order to ensure that appropriate supports can be implemented or arranged in a timely manner.

Students can register for an Access Plan with UniSA Access & Inclusion Service. It is important to make contact early to ensure that appropriate support can be implemented or arranged in a timely manner. See the Disability Hub for more information: <http://www.unisa.edu.au/Disability/Current-students>

Students are advised there is a deadline to finalise Access Plan arrangements for examinations. Further information is available at: http://i.unisa.edu.au/campus-central/Exams_R/Before-the-Exam/Alternative-exam-arrangements/

Deferred Assessment or Examination

Deferred assessment or examination is not available for this course. APPM 7.6.4

Special Consideration

Special consideration is not available for this course. APPM 7.7.4

Variations to assessment tasks

Variation to assessment methods, tasks and timelines may be provided in:

Unexpected or exceptional circumstances, for example bereavement, unexpected illness (details of unexpected or exceptional circumstances for which variation may be considered are discussed in clauses 7.8 - 7.10 of the Assessment Policy and Procedures Manual). Variation to assessment in unexpected or exceptional circumstances should be discussed with your course coordinator as soon as possible.

Special circumstances, for example religious observance grounds, or community services (details of special circumstances for which variation can be considered are discussed in clause 7.11 of the Assessment Policy and Procedures Manual). Variations to assessment in expected circumstances must be requested within the first two weeks of the course (or equivalent for accelerated or intensive teaching).

Students with disabilities or medical conditions please refer to **Students with disabilities or medical conditions**.

Marking process

The University policy and procedures are in the current Assessment Policies and Procedures Manual, which can be found at: <http://w3.unisa.edu.au/policies/manual/default.asp>

All grades are provisional until confirmed by the UniSA Business School Program Committee.

Late Submission Penalties

The Policy of the University of South Australia Business School will be applied to any late submissions. A standard penalty of 10% a day will be deducted from the total available mark for the assignment, for up to 7 calendar days. After 7 calendar days the assignment will no longer be accepted.

Academic Integrity

Academic integrity is the foundation of university life and is fundamental to the reputation of UniSA and its staff and students. Academic integrity means a commitment by all staff and students to act with honesty, trustworthiness, fairness, respect and responsibility in all academic work.

An important part of practising integrity in academic work is showing respect for other people's ideas, and being honest about how they have contributed to your work. This means taking care not to represent the work of others as your own. Using another person's work without proper acknowledgement is considered Academic Misconduct, and the University takes this very seriously.

The University of South Australia expects students to demonstrate the highest standards of academic integrity so that its degrees are earned honestly and are trusted and valued by its students and their employers. To ensure this happens, the University has policies and procedures in place to promote academic integrity and manage academic misconduct. For example, work submitted electronically by students for assessment will be examined for copied and un-referenced text using the text comparison software Turnitin <http://www.turnitin.com>.

More information about academic integrity and what constitutes academic misconduct can be found in Section 9 of the Assessment Policies and Procedures Manual (APPM): <http://i.unisa.edu.au/policies-and-procedures/codes/assessment-policies/>. The Academic Integrity Module explains in more detail how students can work with integrity at the University: <https://lo.unisa.edu.au/mod/book/view.php?id=252142>

Further Assessment Information

Supplementary Assessment

Supplementary assessment may be offered where a student receives an overall grade of F1, in the range of 40-49%.

Supplementary assessment will not be granted on the grounds that a student has mistaken the time or place of an examination, or missed the due date for an assessment.

Students will be notified of their eligibility for a supplementary assessment.

Referencing

You are required to use the Harvard Referencing system. Please refer to the Referencing LearnOnline site: <http://resource.unisa.edu.au/course/view.php?id=1572>

Marking Criteria

Please refer to Assessment Feedback Forms for a guide on the marking criteria.

Group Work

When a group of students work collaboratively on a task or an assignment that is graded as part of the course assessment, it is a requirement that each student in the group report on his/her perception of the contribution of others in the group, via the Peer Assessment Form available at: http://resource.unisa.edu.au/file.php/930/Group_Assignment_Peer_Assessment.docx. A poor contribution by any member, as reported by other members, may result in a reduced grade for that member.

Final Grades

Final grades for this course will normally be made available via the MyUniSA portal within three weeks of final assessment.

Action from previous evaluations

You will be asked to provide anonymous feedback regarding all aspects of your course. Your honest, constructive feedback allows the University to improve the teaching and learning environment as well as outcomes for all concerned.

If you have a complaint or grievance regarding academic programs, decisions of committees and administrative operations or individual staff members, please refer to the following website for the procedures for the resolution of student grievances: <http://www.unisa.edu.au/policies/policies/corporate/C17.asp>

The University will take all reasonable steps to resolve student complaints in an expeditious and satisfactory manner in all matters.

Course Calendar

Study Period 5 - 2019

	Weeks	Topic	Assessment Details (Adelaide Time)
	15 - 21 July	Pre-teaching	
	22 - 28 July	Pre-teaching	
	29 July - 4 August	Pre-teaching	
	05 - 11 August	Pre-teaching	
1	12 - 18 August	First teaching week	
2	19 - 25 August		
3	26 August - 1 September		
4	02 - 8 September		
5	09 - 15 September		
6	16 - 22 September		
	23 - 29 September	Mid-break	
	30 September - 6 October	Mid-break	
7	07 - 13 October		
8	14 - 20 October		
9	21 - 27 October		Continuous on-line activities due 27 Oct 2019, 11:00 PM
10	28 October - 3 November		Individual Project: HRM Report due 03 Nov 2019, 11:00 PM