HRMT20025 *International Human Resource Management*
Term 1 - 2024

Profile information current as at 19/05/2024 07:56 am

General Information

Overview

This unit critically examines the human resource functions, operations, policies, and practices pertaining to the transfer of employees across national borders for work purposes. The aim is to identify, analyse, and discuss the issues that human resource practitioners face when selecting, employing, and deploying staff in diverse organizational, cultural, and national contexts. This is an advanced unit that applies and builds upon the knowledge acquired in the foundation unit - Managing Human Resources. This unit equips students with the skills needed to effectively manage human resources in international business environments across countries.

Details

Career Level: *Postgraduate*
Unit Level: *Level 9*
Credit Points: *6*
Student Contribution Band: *10*
Fraction of Full-Time Student Load: *0.125*

Pre-requisites or Co-requisites

Co-requisite: HRMT20024 Managing Human Resources
Important note: Students enrolled in a subsequent unit who failed their pre-requisite unit, should drop the subsequent unit before the census date or within 10 working days of Fail grade notification. Students who do not drop the unit in this timeframe cannot later drop the unit without academic and financial liability. See details in the [Assessment Policy and Procedure (Higher Education Coursework)](#).

Offerings For Term 1 - 2024

- Brisbane
- Melbourne
- Online
- Sydney

Attendance Requirements

All on-campus students are expected to attend scheduled classes – in some units, these classes are identified as a mandatory (pass/fail) component and attendance is compulsory. International students, on a student visa, must maintain a full time study load and meet both attendance and academic progress requirements in each study period (satisfactory attendance for International students is defined as maintaining at least an 80% attendance record).

Website

[This unit has a website, within the Moodle system, which is available two weeks before the start of term. It is important that you visit your Moodle site throughout the term. Please visit Moodle for more information.](#)

Class and Assessment Overview

Recommended Student Time Commitment
Each 6-credit Postgraduate unit at CQUniversity requires an overall time commitment of an average of 12.5 hours of study per week, making a total of 150 hours for the unit.

Class Timetable

Regional Campuses

Bundaberg, Cairns, Emerald, Gladstone, Mackay, Rockhampton, Townsville

Metropolitan Campuses

Adelaide, Brisbane, Melbourne, Perth, Sydney

Assessment Overview
1. **Presentation**
Weighting: 50%
2. **Report**
Weighting: 50%

Assessment Grading
This is a graded unit: your overall grade will be calculated from the marks or grades for each assessment task, based on the relative weightings shown in the table above. You must obtain an overall mark for the unit of at least 50%, or an overall grade of 'pass' in order to pass the unit. If any 'pass/fail' tasks are shown in the table above they must also be completed successfully ('pass' grade). You must also meet any minimum mark requirements specified for a particular assessment task, as detailed in the 'assessment task' section (note that in some instances, the minimum mark for a task may be greater than 50%). Consult the University's Grades and Results Policy for more details of interim results and final grades.

CQUniversity Policies

All University policies are available on the CQUniversity Policy site.
You may wish to view these policies:

- Grades and Results Policy
- Assessment Policy and Procedure (Higher Education Coursework)
- Review of Grade Procedure
- Student Academic Integrity Policy and Procedure
- Monitoring Academic Progress (MAP) Policy and Procedure – Domestic Students
- Monitoring Academic Progress (MAP) Policy and Procedure – International Students
- Student Refund and Credit Balance Policy and Procedure
- Student Feedback – Compliments and Complaints Policy and Procedure
- Information and Communications Technology Acceptable Use Policy and Procedure

This list is not an exhaustive list of all University policies. The full list of University policies are available on the CQUniversity Policy site.

Previous Student Feedback

Feedback, Recommendations and Responses

Every unit is reviewed for enhancement each year. At the most recent review, the following staff and student feedback items were identified and recommendations were made.

Feedback from Comment from the Discipline as part of the reviews of all PG HR units.

Feedback

NO teamwork in the ULOs but currently teamwork is in Assessment task 2.

Recommendation

Consider changing ULOs as there should be teamwork in the ULOs but currently, teamwork is not in the ULOs. The new Unit Lead might need to submit UUP for this unit.

Feedback from UC observation

Feedback

Assessments 1 and 3 and potential AI writing.

Recommendation

Assessments 1 and 3 would need to be modified to make them more authentic to reduce AI writing. This has been discussed with the 2024 Unit Lead.

Feedback from UC observation

Feedback

Old edition of the textbook

Recommendation

A newer edition of the textbook should be adopted in 2024 and all teaching materials should be fully updated including lecture recordings. This has been discussed with the 2024 Unit Lead.

Unit Learning Outcomes

On successful completion of this unit, you will be able to:

1. Research and apply the theories that inform the study and practice of international human resource management in a variety of international settings
2. Communicate knowledge of international human resource management for a range of purposes and discuss the significance of international organisations adopting human resource management policies and practices
3. Critically analyse the implementation of human resource management policies and practices in international organisations in a way that is relevant to all management practitioners
4. Identify and critically evaluate the most important issues that impact the practice of international human resource management

Alignment of Learning Outcomes, Assessment and Graduate Attributes

— N/A Level   ○ Introductory Level   ● Intermediate Level   ● Graduate Level   ○ Professional Level   ○ Advanced Level

Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes			
	1	**2**	**3**	**4**
1 - Presentation - 50%	●	●	●	●
2 - Report - 50%	●	●	●	●

Alignment of Graduate Attributes to Learning Outcomes

Graduate Attributes	Learning Outcomes			
	1	**2**	**3**	**4**
1 - Knowledge	○	○	○	○
2 - Communication	○	○	○	○
3 - Cognitive, technical and creative skills			○	
4 - Research	○	○	○	○
5 - Self-management				
6 - Ethical and Professional Responsibility	○	○	○	○
7 - Leadership			○	
8 - Aboriginal and Torres Strait Islander Cultures				

Textbooks and Resources

Textbooks
HRMT20025

Prescribed

International Human Resource Management
Edition: 8th (2023)
Authors: Peter Dowling, Marion Festing PhD, Allen D. Engle, Sr. D.B.A
Cengage
Binding: Paperback

View textbooks at the CQUniversity Bookshop

IT Resources

You will need access to the following IT resources:

- CQUniversity Student Email
- Internet
- Unit Website (Moodle)

Referencing Style

No referencing style set.

Teaching Contacts

Amlan Haque Unit Coordinator
a.haque@cqu.edu.au

Schedule

Week 1 - 04 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
Introduction	Chapter 1	

Week 2 - 11 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
The Context of IHRM – Culture and Institutions	Chapter 2	

Week 3 - 18 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
The Organizational Context: Structure, Merger and Acquisition and Global Small Business	Chapter 3	

Week 4 - 25 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
Global Work	Chapter 4	

Week 5 - 01 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic

Sourcing People for Global Markets – Global Staffing, Recruitment and Selection | Chapter 5 |

Vacation Week - 08 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic

Week 6 - 15 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
There is no topic covered in workshop this week. The group presentations and discussions will be completed in class (i.e., face to face).		The group presentations and discussions undertaken during the workshop. **Presentation (Group)** Due: Week 6 Monday (15 Apr 2024) 11:45 pm AEST

Week 7 - 22 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
Global Performance Management International	Chapter 6	

Week 8 - 29 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
Training, Development and Careers	Chapter 7	

Week 9 - 06 May 2024

Module/Topic	Chapter	Events and Submissions/Topic
Global Talent Management	Chapter 8	

Week 10 - 13 May 2024

Module/Topic	Chapter	Events and Submissions/Topic
International Compensation	Chapter 9	

Week 11 - 20 May 2024

Module/Topic	Chapter	Events and Submissions/Topic
IHRM Trends and Future Challenges	Chapter 10	

Week 12 - 27 May 2024

Module/Topic	Chapter	Events and Submissions/Topic
Revision	Chapters 1-10	**Report (Individual)** Due: Week 12 Friday (31 May 2024) 11:45 pm AEST

Review/Exam Week - 03 Jun 2024

Module/Topic	Chapter	Events and Submissions/Topic

Exam Week - 10 Jun 2024

Module/Topic	Chapter	Events and Submissions/Topic

Assessment Tasks

1 Presentation (Group)

Assessment Type
Presentation

Task Description
This Assessment primarily focuses on an in-class Group Presentation (15 minutes + 5 minutes Q&A = 20 minutes total), complemented by a group report.

You will work in a group of about 3-4 students for this assessment task. Your group will be provided with a case study outlining the HR policies of a multinational organisation. Each member of your group will adopt the role of the HR Director for one of the countries in which the organisation operates. You will work together to interpret and analyse the HR strategy provided by the organisation's headquarters before working independently to apply this strategy to your own region (i.e., country).

Your group will prepare a report that combines each member's analysis relevant to the country s/he intends to represent, citing at least 8 recent and relevant peer-reviewed academic journal articles. Your group will also do a PowerPoint presentation in the Week 6 workshop, where you will outline the key elements of your report in a professional manner.

Word Limit (Group Report): 2000 words (Excluding the reference list and Appendices)
Time Limit (PPT Presentation): 15 minutes +5 minutes Q&A
Further information about this assessment task is available on the Moodle site.

Assessment Due Date
Week 6 Monday (15 Apr 2024) 11:45 pm AEST
Submissions must be uploaded to the Moodle website

Return Date to Students

Weighting
50%

Assessment Criteria
A full marking rubric will be available on the unit Moodle site. The following criteria will be the basis of this rubric:

Presentation:

1. Quality of the ppt presentation - Demonstrates high quality of the ppt presentation, design and visual aids (20%)
2. Content - Provides an accurate account of HR issues, and suggests effective and appropriate HRM strategies and/or recommendations for the region (20%)
3. Presentation style, competency and teamwork - Demonstrates presentation skills and competencies within the time limit (20%)

Report:

4. Analysis - Demonstrates the ability to engage in critical analysis in the context of contemporary IHRM practices (10%)
5. Recommendations - Provides effective strategies and demonstrates justification for the recommended strategies (10%)
6. Research - Demonstrates additional research beyond the course material and textbook, including the use of at least 8 recent and relevant peer-reviewed academic journal articles (10%)
7. Communication and presentation (written) - Overall presentation of the document, including referencing style, formatting, layout, writing, and grammar (10%)

Late submission: Penalty for late submission without approval if applicable [(-5% a day]

Important: Plagiarism will be reported to the Academic Services Centre of the University and may result in a "zero" mark.

Submission
Online

Submission Instructions
All assignments must be submitted through the Moodle site. No email submissions will be accepted.

Learning Outcomes Assessed

- Research and apply the theories that inform the study and practice of international human resource management in a variety of international settings
- Communicate knowledge of international human resource management for a range of purposes and discuss the significance of international organisations adopting human resource management policies and practices
- Critically analyse the implementation of human resource management policies and practices in international organisations in a way that is relevant to all management practitioners
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2 Report (Individual)

Assessment Type
Report

Task Description
Word Limit: 2000 words (Excluding the reference list and Appendices)

- You will be required to extensively research an Australian-based organisation that also operates overseas. Your research should specifically focus on HR issues and policies relevant to the chosen company. Then, you will prepare a 2000-word report outlining how this organisation's HR practices have been affected by recent external environmental factors (such as the COVID pandemic, political or economic instability in the host country/countries).
- Your report will also provide recommendations on how the selected organisation can adjust its HR strategy in the future in light of the significant environmental forces affecting both Australia and the host country/countries.
- You are required to cite at least 8 recent and relevant academic peer-reviewed journal articles and other relevant sources.

Further information about this assessment task is available on the Moodle site.

Assessment Due Date
Week 12 Friday (31 May 2024) 11:45 pm AEST
All assignments must be submitted through the Moodle site. No email submissions will be accepted.

Return Date to Students

As per University policy, assessment marks and feedback for this task will be made available to students on the Confirmation of Grades. date.

Weighting
50%

Assessment Criteria
A full marking rubric will be available on the unit Moodle site. The following criteria will be the basis of this rubric:

1. Knowledge - Demonstrates awareness and understanding of concepts and theories relevant to the unit throughout the report (10%)
2. Analysis - Demonstrates the capacity to critically analyse, synthesise, and apply concepts and theories throughout the report (25%)
3. Research - Demonstrates the ability to thoroughly investigate an organisation and the IHRM activities it is undertaking, supported by the use of recent and relevant peer-reviewed academic journal articles (minimum of 8) (25%)
4. Recommendations - Provides effective strategies and demonstrates justification for the recommended strategies (20%)
5. Referencing - Demonstrates knowledge and application of the correct APA style referencing (10%)
6. Communication - Demonstrates the ability to use appropriate conventions of academic writing (10%)

Late submission: Penalty for late submission without approval if applicable (-5% a day)

Important: Plagiarism will be reported to the Academic Services Centre of the University and may result in a "zero" mark.

Submission
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Learning Outcomes Assessed

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Academic Integrity Statement

As a CQUniversity student you are expected to act honestly in all aspects of your academic work.

Any assessable work undertaken or submitted for review or assessment must be your own work. Assessable work is any type of work you do to meet the assessment requirements in the unit, including draft work submitted for review and feedback and final work to be assessed.

When you use the ideas, words or data of others in your assessment, you must thoroughly and clearly acknowledge the source of this information by using the correct referencing style for your unit. Using others' work without proper acknowledgement may be considered a form of intellectual dishonesty.

Participating honestly, respectfully, responsibly, and fairly in your university study ensures the CQUniversity qualification you earn will be valued as a true indication of your individual academic achievement and will continue to receive the respect and recognition it deserves.

As a student, you are responsible for reading and following CQUniversity's policies, including the **Student Academic Integrity Policy and Procedure**. This policy sets out CQUniversity's expectations of you to act with integrity, examples of academic integrity breaches to avoid, the processes used to address alleged breaches of academic integrity, and potential penalties.

What is a breach of academic integrity?
A breach of academic integrity includes but is not limited to plagiarism, self-plagiarism, collusion, cheating, contract cheating, and academic misconduct. The Student Academic Integrity Policy and Procedure defines what these terms mean and gives examples.

Why is academic integrity important?
A breach of academic integrity may result in one or more penalties, including suspension or even expulsion from the University. It can also have negative implications for student visas and future enrolment at CQUniversity or elsewhere. Students who engage in contract cheating also risk being blackmailed by contract cheating services.

Where can I get assistance?
For academic advice and guidance, the Academic Learning Centre (ALC) can support you in becoming confident in completing assessments with integrity and of high standard.

What can you do to act with integrity?

Be Honest

If your assessment task is done by someone else, it would be dishonest of you to claim it as your own

Seek Help

If you are not sure about how to cite or reference in essays, reports etc, then seek help from your lecturer, the library or the Academic Learning Centre (ALC)

Produce Original Work

Originality comes from your ability to read widely, think critically, and apply your gained knowledge to address a question or problem