

INFORMATION	
Campus Site	Stenden South Africa (SSA)
Department	International Tourism Management
Target Groups	ITM, LM, IHM, CE, IBMS, RBS, IOM, P&A
Minor coordinator	Lukanyo Stemele: lukanyo.stemele@stenden.com
Entry level and Conditions	(Conditional) Positive Study Advice
Availability	Module 2 & 4 / Minimum of 6 applicants

INTRODUCTION NICHE MARKET

In order to attain a competitive edge in the international arena, organisations need to design and implement effective IHRM practises. These practises need to sure guard that knowledge is managed effectively, performance management is conducted, global talent is developed and a fair rewarding system in the global context is developed.

INTRODUCTION MINOR

During the minor 'International HRM' you will study the interplay of factors in the international and domestic environment of the organization, the strategy and goals of the organization and its issues in reaching these and HRM issues and instruments. Normal 'factors' would be the labour market, legislations, unions, culture, the political system, economy, the legal system and others, but also the lack of them and the non-existence of HRM in other countries.

EDUCATIONAL METHOD

- Lectures (on HRM aspects such as; Culture, Sustainability, recruitment, training and development, Internationalization and Rewarding)
- Guest lectures (from experts specialized in certain aspects)
- Weekly case study (confront theory with practice)
- Student lead seminars (presenting theories to co-students that have impacted the world on International human resource management)

OBJECTIVES

- Conduct research investigating the domestic and international environment related to HRM matters of an organization of choice and write a literature review on research, focusing on one HRM influencing aspect of the environment (e.g. developments in female participation rate)
- Design an International Strategic HRM plan and render the consequences for HR policies and practices
- Develop a Global and Local Talent Management Program that addresses diversity issues and develop and execute a cross-cultural training program
- Apply knowledge of HRM instruments in an international context on various cases
- Create a horizontal consultancy space and stimulate horizontal leadership (based on A. Bekman) and conduct research regarding your own leadership and professional development
- Share explicit and tacit knowledge in multinational companies

ASSESSMENT ACTIVITIES

You can earn 15 EC's for this module. You will be assessed by means of a literature study, a strategic HRM plan (for a business) and cases (application of knowledge on the different HRM instruments), this is all interlinked.

