

“International Human Resources Management transforms students into global practitioners within the field of human resources”
- Tonderai Mawopa

In order to attain a competitive edge in the international arena, organizations need to design and implement effective IHRM practices. These practices need to ensure that knowledge is managed effectively, performance management is conducted, global talent is developed and a fair rewarding system in the global context is developed. Business is operating in an increasingly international environment.

During the ‘International HRM’ students 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. Additionally, students also cover social psychology in a contemporary and real world environment.

Normal ‘Factors’ would be the labor 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. During the the student will be actively addressing IHRM issues and applying them in various ways such as corporate group learning (cases).

About This Module

- Understanding the importance of conducting research investigating the domestic and international environment related to HRM matters of an organization of choice
- Learning about various IHRM practices and models organizations use to manage their HRM policies and practices
- Applying knowledge of HRM instruments in an international context on various cases
- Providing organizations with creative and innovative ideas as to how to develop and apply HRM Strategies
- Learning about social psychology and how it can be used to understand IHRM practices.

Examination

Students will be assessed against a literature study, a strategic HRM plan (for a business), case learner reports, guest lectures, SLS, and fieldtrip. Corporate group learning workshops, student led seminars and lectures provide you with a broad understanding as to the basic concepts and developments of IHRM which you would need to apply in a practical environment.