

Course Unit	International Human Resource Management	Field of study	Social and Human Sciences
Bachelor in	International Business Management	School	School of Technology and Management
Academic Year	2020/2021	Year of study	2
Type	Semestral	Semester	2
Level	1-2	ECTS credits	6.0
Code	8487-711-2203-00-20		
Workload (hours)	162	Contact hours	T - TP 50 PL - TC - S - E - OT 10 O -

T - Lectures; TP - Lectures and problem-solving; PL - Problem-solving, project or laboratory; TC - Fieldwork; S - Seminar; E - Placement; OT - Tutorial; O - Other

Name(s) of lecturer(s) Alcina Maria Almeida Rodrigues Nunes, Catarina Braganca Fontes da Rocha

### Learning outcomes and competences

At the end of the course unit the learner is expected to be able to:

1. Identify the guidelines of Human Resource Management in small, medium and large companies as well the strategy of Human Resource Management;
2. Identify and implement the objectives and ways to operationalize Human Resources Management in the context of current business;
3. Understand the challenges of Human Resource Management in the context of European integration and globalization;
4. Know and understand the purpose and processes of performance management and appraisal;
5. Identify ways to develop leaders and managers in small and medium-sized companies.

### Prerequisites

Before the course unit the learner is expected to be able to:

1. Master basic knowledge of management;
2. Apply basic knowledge about Social Psychology of Organizations.

### Course contents

Strategic Human Resources Management (HRM): Integrated process of HRM. Operationalization of HRM. The global context of HRM. Associates performance and development.

### Course contents (extended version)

1. Strategic Human Resources Management (HRM): Integrated process of HRM:
  - Vision, mission and values
  - Structure, Strategy and Profile of functions
  - Organizational development in an internal context
  - Competences management
2. Operationalization of HRM:
  - Scope of HRM
  - Balanced Scorecard in HRM
3. The global context of HRM:
  - International HRM: The global executive
  - The expatriation and repatriation
  - The internationalization of HRM practices
4. Associates performance and development:
  - Performance measurement and human resources management
  - The purpose and process of performance management
  - Performance, judgment and feedback: the reward systems
  - Developing leaders and managers in small and medium-sized companies: career planning and management

### Recommended reading

1. Crawshaw, J., Budhwar, P., & Davis, A. (2020). Human resources management: strategic and international perspective. Sage.
2. Lussier, R. N., & Hendon, J. R. (2021). Human Resource Management: Functions, Applications, and Skill Development (4th ed.). SAGE Publications, Inc.
3. Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2019). Fundamentals of Human Resource Management (8th ed.). McGraw-Hill Education.
4. Rees, G., & Smith, P. (2021). Strategic Human Resource Management: An International Perspective (3rd ed.). SAGE Publications Ltd.
5. Zientar, P. (2018). Human Resource Management in Emerging Economies (1st ed.). Routledge.

### Teaching and learning methods

Theoretical lectures in which concepts are explained followed by discussing exercises where students are encouraged to debate the different perspectives of Human Resources Management. Class workshops on practical situations and case studies. Students will be invited to perform individual tasks related to several topics of the unity.

### Assessment methods

1. 1 - (Regular, Student Worker) (Final)
  - Intermediate Written Test - 60%
  - Practical Work - 40% (Written work - 30% and Presentations during the class - 10%)
2. 2 - (Regular, Student Worker) (Final, Supplementary, Special)
  - Final Written Exam - 100%

### Language of instruction

English

### Electronic validation

Alcina Maria Almeida Rodrigues Nunes, Catarina Braganca Fontes da Rocha	António Borges Fernandes	Paulo Alexandre Vara Alves
08-03-2021	15-03-2021	16-03-2021