**International Human Resource Management**

Prof. Francesco Virili

***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

International Human Resource Management is designed to provide an overview of, and an analysis on, business organization and human resource management within the international business realm. It will investigate the HRM processes such as recruiting, selection, training and development, performance appraisal and evaluation, compensation, career paths.

***LEARNING OUTCOMES***

On completion of this module students will be able to:

* Understand and discuss the systemic links between business strategy, HRM strategy and the various process and subprocess involved.
* Manage the various modules of the whole HRM process (planning, recruitment, selection, development, separation) at an international level (MNEs and TCs).
* Plan and use the main HRM tools.
* Evaluate issues arising from HRM inside an international context, identify feasible solutions path, and put them into practice at a global level.
* Understand and use major HRM policies and practices in different business and cultural environments.
* Apply both qualitative and quantitative skills in order to analyze HRM issues.

***COURSE CONTENT***

* The link between Strategy, Structure and HRM.
* The HRM process. The main subprocess: staffing, appraisal, compensation, development, separation in an international environment.
* HRM tools for motivation, performance evalutation, appraisal, rewards, and incentives.
* Managing an international staff: composing an international staff; training and development of international staff; international compensation and performance management; repatriation and knowledge management.

***Reading list***

P.J. Dowling-M. Festing, & Engle AD, *International Human Resource Management.* (6th Edition) London: Cengage Learning (6th edition), 2013

***TEACHING METHOD***

This module is a mix of lecture, in class exercises, simulations and discussion. The format of this class is interactive.

***ASSESSMENT METHOD AND CRITERIA***

The final written exam is structured in multiple choice and open questions, with an optional oral integration. The written exam will last 60 minutes. A maximum of 1/3 of the final grade can be earned during the course through individual and group assignments.

***NOTES AND PREREQUISITES***

No prerequisites.