# 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.

On completion of this course 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.
* 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 subprocesses: staffing, appraisal, compensation, development, separation in an international environment.
* HRM tools for motivation, performance evaluation, 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***

Dessler, G., *Human Resource Management,* (16th edition, global edition), Pearson, 2020.

Deresky H. & Miller S., *International Management: Managing Across Borders and Cultures, Text and Cases,* (10th edition, global edition), Pearson, 2023.

Dowling, P.J., Festing, M., & Engle A.D., *International Human Resource Management.* (6th edition), Cengage Learning, 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***

Written exam with four open-ended questions, 90 minutes, 30 points. Only for students who participated in the final group project, the written test will count for up to 20 points, or 66% of the overall grade. A maximum of 10 points, or 33% of the overall grade, will be awarded for the group project.

***NOTES AND PREREQUISITES***

No prerequisites. Information on office hours available on the teacher's personal page at <http://docenti.unicatt.it/>