

## Course: Human Resource Management Assignment

credits: 3

|                     |                                      |                          |                               |
|---------------------|--------------------------------------|--------------------------|-------------------------------|
| <b>Course code</b>  | IBVB17HRM1C                          | <b>Modes of delivery</b> | Assignment                    |
| <b>Name</b>         | Human Resource Management Assignment | <b>Assessments</b>       | Assignment - Other assessment |
| <b>Study year</b>   | 2021-2022                            |                          |                               |
| <b>ECTS credits</b> | 3                                    |                          |                               |
| <b>Language</b>     | English                              |                          |                               |
| <b>Coordinator</b>  | P.J. Stukker                         |                          |                               |

### Learning outcomes

Upon successful completion of the module, the student:

- Explain the development of international Human Resource Management (IHRM) and evaluate the fit between the IHRM strategy and company strategy.
- Distinguish between HRM policies, practices and instruments in a global management context with the aim to attract, select, develop, evaluate, compensate and retain employees.
- Independently investigate and integrate current HRM insights and theories in an actual international HRM environment. Competencies from the Program Program

Learning Outcomes from the IB Framework:  
TWM 22 and 23. Level: 3

### Content

The people factor plays an increasingly decisive role in today's international (business) competitive environment. The availability, employability, motivation, and vitality of employees affect the firm's productivity, innovative powers, customer services, competitive advantage, reputation and survival.

The emphasis in this module will be on understanding the interrelatedness of (HR) strategies with corporate and competitive strategies, implementation and adequate use of the HRM tools & instruments, as well as on the responsibilities of the HRM actors in global business, and in social responsible contexts.

**Level:** advanced (3)

#### **Content:**

On successful completion of the module, students will be able to:

- Understand HRM strategies in relation to corporate, organizational, or institutional strategy
- Relate HRM tools & instruments to HRM strategies and assess the alignment
- Understand and analyze HRM strategies, tools & instruments in relation to international (business) context
- Identify, understand and reflect upon the functions and responsibilities of a HRM Department and/or HRM officers in (international) corporate context
- Understand the application of, know the (business) relevance of, and articulate the conditions for the appropriate use, and continuous improvement of job analysis, planning of labour needs, (international) performance management, recruitment & selection, training & development, compensation, labour relations, employee security, and IHRM

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#### **Details:**

Core textbook:

- G. Dessler; 'Human Resource Management', 12th edition; Boston Pearson;

ISBN: 97814 0827 9083 . (GLOBAL edition!)

Recommended reading:

- D.R. Briscoe, R.S. Schuler, L. Claus; 'International Human Resource

Management: policies and practices for multinational enterprises';  
London:  
Routledge; ISBN: 9780 4158 84761  
For IBVH1HRM1C: For regular IBMS students the report is individual,  
based on  
research with a company that is contacted by the student  
him/herself. Exchange  
students can have difficulty getting access to local companies, or  
institutions;  
exchange students - when failing finding a company - can therefore  
choose to  
do a case instead, provided by the lecturer, and to be compiled in a  
group.

**Included in programme(s)**

Minor International Management

**School(s)**

International Business School

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