Vak: Strategic Human Resource Management — credits: 5

Vakcode	LBVB26SHR1C
Naam	Strategic Human Resource Management
Studiejaar	2026-2027
ECTS credits	5
Taal	Engels
Coördinator	T. Vriend
Werkvormen	Onderwijs
Toetsen	Other assessment - Overige toetsing

Leeruitkomsten

PLO1: International Business Opportunities
In this course, students learn to understand how Strategic Human Resource Management contributes to international competitive advantage and organizational performance in multinational enterprises.

Learning line: Management

CLO1: Students can explain the strategic importance of aligning HR systems with business strategy in international contexts.

CLO2: Students can analyze how bundles of HR policies and practices contribute to organizational performance and value creation.

PLO2: Business Transformation
In this course, students learn to analyze and redesign HR strategies to support internationalization and strategic development.

Learning line: Management

CLO1: Students can conduct a strategic analysis of an organization’s HR strategy in relation to its international ambitions and environment.

CLO2: Students can design coherent bundles of HRM practices that support strategic change and enhance competitive advantage.

PLO 3: Relationship Management
In this course, students learn to evaluate how HR systems structure emPLOyment relationships and organizational processes within multinational enterprises.

Learning line: Management

CLO1: Students can assess how HR policies and practices influence workforce performance, organizational alignment, and internal coordination in international contexts.

Inhoud

This course examines Strategic Human Resource Management in multinational enterprises operating in dynamic international environments. Students analyze how HR strategies align with business strategy and how integrated HR systems contribute to organizational performance and competitive advantage. Through analytical and project-based learning, they evaluate existing HR approaches and develop strategically coherent HR solutions that support international expansion and organizational development.

This course supports SDG 8 (Decent Work and Economic Growth) by strengthening strategic workforce management, sustainable employment systems, and long-term organizational performance in global contexts

*The MT reserves the right to cancel an elective prior to the start of classed due to class capacity related decisions

Opgenomen in opleiding(en)

International Business 3 Year
IBS Exchange programme International Business - Advanced
International Business 4 Year

School(s)

Business & Recht

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