

2017

SHRM 325-01 International Human Resources Independent Study

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INTERNATIONAL HUMAN RESOURCES INDEPENDENT STUDY

SHRM 325

SYLLABUS – Spring 2017 January 9th – May 5th

Professor George F. Gordon
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Office Location: Smith Hall Room # 244
Office Hours: M.W.F. 1:00-3:00
Classroom Location: Smith Hall Room #249

Williams College of Business Mission Statement

“We educate students of business, enabling them to improve organizations and society, consistent with the Jesuit tradition.”

COURSE DESCRIPTION – This is a management course with emphasis placed on International Human Resource Management.

SHRM 325 INTERNATIONAL HUMAN RESOURCES This course is designed to compare and contrast labor markets in a growing and developing global economy. The course has two central objectives: (1) Applying rigorous thinking to human resource decisions in a global context, and (2) Implementing effectively human resource decisions in a global context. The two course objectives are achieved by combining a conceptual approach with a managerial orientation. Drawing upon economics, sociology, and strategic management, this course examines how economic and social factors, as well as international growth strategies, influence human resource management in international firms.

Learning Goals – Williams College of Business Undergraduate Program

- **Critical Thinking**
Learning Goal: WCB graduates will be able to think logically, reason quantitatively, and utilize appropriate analytical techniques and technology when evaluating and making decisions.

Corresponding Objectives:

- (1) WCB students will collect, evaluate and synthesize information to offer solutions and support decision-making.

- (2) WCB students will evaluate and articulate implications of business decisions and their impact on organizational stakeholders, both individually and in teams.

- **Ethics and Social Responsibility**

Learning Goal: WCB graduates will be able to recognize ethical issues, discern moral implications of decision making, and be prepared, and willing, to serve as responsible and professional members of society.

Corresponding Objectives:

- (1) WCB students will recognize ethical issues and their implications on personal and business decisions.
- (2) WCB students will demonstrate the skills necessary to analyze information and make informed, ethical decisions in complex, conflicting or ambiguous environments or situations.

- **Effective Written and Oral Communication**

Learning Goal: WCB graduates will be able to organize, support and communicate ideas clearly and effectively, employ multiple mediums of communication (e.g., written, oral and visual), and adapt communication to audience, context or purpose.

Corresponding Objectives:

- (1) WCB students will produce business documents and reports demonstrating their ability to organize and communicate ideas clearly and professionally.
- (2) WCB students will make effective presentations, accompanied by the appropriate technology, demonstrating their ability to organize and communicate ideas clearly and professionally, both individually and in teams.

- **Global Perspective and Cultural Diversity**

Learning Goal: WCB graduates will appreciate the historical and cultural contexts of the world in which they live, demonstrate the competencies required for engaging in global business activities, and respect and value diverse peoples and perspectives.

Corresponding Objectives:

- (1) WCB students will identify and contrast key attributes of countries' business environments.
- (2) WCB students will evaluate and integrate global economic, political, technological, environmental and societal issues into their decision-making.
- (3) WCB students will integrate the concepts of respect, inclusiveness and valuing all persons into their decision-making.

- **Understanding and Application of Knowledge Across Business Disciplines**

Learning Goal: WCB graduates will be able to evaluate business from an integrative and holistic point of view, leverage the synergies between functional business areas, and demonstrate college-level mastery of their chosen discipline.

Corresponding Objectives:

- (1) WCB students will demonstrate the appropriate knowledge of accounting, economics, finance, management, management information systems, marketing, quantitative business analytics, international issues, and the legal and social environment of business.
- (2) WCB students will evaluate business problems from an integrative point of view, including diverse business functions, competition and external environment (social, political, economic, and environmental.)
- (3) WCB students will demonstrate college-level mastery of the body of knowledge and skills relative to their major. (To be determined at the departmental level.)

- **Personal and Professional Development**

Learning Goal: WCB graduates will be well prepared for their future careers and appreciate the importance of continuous professional development and life-long learning.

Corresponding Objective:

- WCB students will articulate career goals, prepare a professional resume, demonstrate behavior-based interviewing techniques and develop a professional network.

CORE STUDENT LEARNING OUTCOMES (SOL's)

Students describe and examine the multifaceted character of society and how the inclusion of different perspectives can influence one's worldview.

Students demonstrate an understanding of and provide examples of how complex social locations shape the life chances of diverse groups of people across the globe.

Qualified students with disabilities who will require disability accommodations in this class are encouraged to make their requests to me by sharing their Accommodation Letters with me at the beginning of the semester either during office hours or by appointment. Disability related information is confidential. If you have not previously contacted Disability Services, I encourage you to do so by phone at 513-745-3280, in person on the Fifth Floor of the Conaton Learning Commons, Room 514, or via e-mail to Cassandra Jones at jonesc20@xavier.edu, to coordinate reasonable accommodations as soon as possible as accommodations are not retroactive.

It is my goal that this class be an accessible and welcoming experience for all students. If you are a student with a disability who may have trouble participating or effectively demonstrating learning in this course, contact me to arrange an appointment to share your Accommodation Letters from Disability Services and to discuss your needs. Disability related information is confidential. If you have not contacted Disability Services (located in the Learning Assistance Center) to arrange accommodations, I encourage you to do so by contacting Cassandra Jones, by phone at 513-745-3280, in person on the Fifth Floor of the Conaton Learning Commons, Room 514, or via e-mail at jonesc20@xavier.edu as soon as possible as accommodations are not retroactive.

Office of Student Success

Location: 514 Conaton Learning Commons

Phone: 513-745-3036

Email: studentretention@xavier.edu

The Staff in the Office of Student Success is available to assist students to make the most of their Xavier experience. Personal staff consultations, success coaching, referrals to on-campus Solution Centers, and guiding students to effectively navigate their college experience are central to our work. Please visit www.xavier.edu/student-success to learn more or visit us in the Conaton Learning Commons.

COURSE LEARNING OBJECTIVES

1. To understand the management of the challenges, concepts, and frameworks of international human resource management.
2. To understand the management of strategies for international growth and human resource management.
3. To understand the management of human resource management in the transnational firm.
4. To understand the management of organizational structures in international human resource management.
5. To understand the management of international human resources.

REQUIRED TEXT: International Human Resource Management, 6th Edition Dowling, Festing & Engle; South Western; ISBN
ISBN-13: 9781408032091

Additional Readings Provided by Instructor on Canvas

ASSIGNMENTS:

1. Work accepted in hard copy only, never as an attachment to email.
2. All work must be turned in on time; no late work accepted.
3. In class activities are due on the day of the activity and cannot be made up unless you have a valid excuse.
4. All work, including tests, must contain the following:
 - a. YOUR FULL NAME
 - b. TIME YOUR CLASS MEETS
 - c. DATE OF THE ASSIGNMENT
 - d. TITLE OF THE ASSIGNMENT
 - e. WORK PROVIDED BY TEAMS MUST CONTAIN ALL OF THE ABOVE AND ALL TEAM MEMBERS' NAMES.
 - f. NO CREDIT IF THE ABOVE REQUIREMENTS ARE NOT MET.

5. Internet connection ability required for ALL class sessions.
6. The university's academic code of conduct is the standard to which all students are held. Consult The Student Handbook, if you are unfamiliar with the code.
7. Name tent required at all class sessions.
8. Course documents are available on Canvas. Check the site frequently for additional documents.
9. Check your Xavier email daily.
10. Professional and business protocol used in all communications.
11. Appropriate business-professional style required in email communication. I will respond to your email during the business hours of 8:00 AM and 6:00 PM.
12. Attendance is required at all classes. Athletic absences require the standard notification form. Medical documentation required following illness. Sign-in sheet provided. Signing-in for another person is viewed as a violation of XU Code of Academic Honesty.
13. No extra credit assignments are accepted.

FINAL GRADE CALCULATION:

Your final grade is based on the total number of points received throughout the semester. Assignments are graded both on an absolute and a relative basis. Assessment of your submitted work is evaluated based on the assignment instructions and criteria, with consideration of how submitted work compares to work submitted by your peers.

Grades are not curved on exams and assignments during the semester. It is your responsibility to retain all graded work in the case you have questions regarding calculation of your final grade.

GRADE CONCERNS:

If you have a question about a grade you have received on an assignment in this course, you should discuss this with me during office hours or a scheduled appointment. Grade concerns will not be discussed by email or phone.

If you disagree with a grade that you receive on any assignment in this course, you are invited to submit a written appeal within one week of receiving the grade in question. This appeal should outline your specific concerns with the grade and the evidence you have to support why it should be changed. I will consider your written appeal and schedule time to talk to you regarding the grade

ATTENDANCE required.

GRADING SCALE / POINTS

950-1000 = A	700-749 = C-
930-949 = A-	650-699 = D+
900-929 = B+	600-649 = D
875-899 = B	under 600 =
850-874 = B-	
800-849 = C+	
750-799 = C	

REQUIREMENTS	POINTS AVAILABLE	POINTS EARNED
1. Regional Presentation	100	
2. Individual Country Presentation	400	
3. Cases / Activities / Participation	100	
4. Midterm Examination	200	
5. Final Examination	200	
TOTAL	1000	

COURSE OUTLINE

ASSIGNMENT/ACTIVITY	DATE
<ul style="list-style-type: none"> • Course Introduction • Student Survey • World Geography Lesson 	January 9 th
<ul style="list-style-type: none"> • Chapter: 1 Introduction • Chapter 2 – The Organization Content • Chapter 3 – The Context Of Cross-Border 	January 16 th
<ul style="list-style-type: none"> • Region Investigation • Countries Assigned 	January 23 rd
<ul style="list-style-type: none"> • Chapter 4 – Staffing international operations for sustained global growth • Chapter 5 – Recruiting and selecting staff for international assignments • Chapter 6 – International training & development 	January 30 th
<ul style="list-style-type: none"> • Chapter 7 – International Compensation • Chapter 11 – Performance management 	February 6 th
<ul style="list-style-type: none"> • Chapter 9 – IHRM in the host-country context • Chapter 8 – Re-entry & career issues 	February 13 th
<ul style="list-style-type: none"> • Chapter 10 – International industrial relations 	February 20 th
<ul style="list-style-type: none"> • Chapter 12 – IHRM trends; complexity, challenges & choices in the future • Midterm Examination 	February 27 th
<ul style="list-style-type: none"> • Spring Break 	March 6 th
<ul style="list-style-type: none"> • Country Analysis Presentation 	March 13 th

ASSIGNMENT/ACTIVITY	DATE
• Country Analysis Presentation	March 20 th
• Country Analysis Presentation	March 27 th
• Country Analysis Presentation	April 3 rd
• Easter Holiday	April 10 th
• Country Analysis Presentation	April 17 th
• Country Analysis Presentation / Final Exam Made Available	April 24 th
• Final Exam	May 1 st