I. RATIONALE:

Organizations today compete in the international business environment, regardless of their location. Ranging from starting a web site to opening an office across the globe to multinational management, any firm must be prepared for an ever-changing environment of human resource challenges. In addition, an appreciation and understanding of diverse cultures is increasingly important both here and abroad.

II. MAJOR INSTRUCTIONAL GOALS

GOAL A:
The student will gain an understanding of the context of international human resource management.

Learning Outcomes: The student will:

- A-1 Define the dimensions of international HRM.
- A-2 Describe the factors that differentiate international and domestic HRM.
- A-3 Identify other variables that impact international HRM.
- A-4 Discuss how cultural differences impact HR Management.

GOAL B:
The student will define how the company’s strategic approach to business affects international HRM in that company.

Learning Outcomes: The student will:

- B-1 Define the 4 approaches MNE’s use to manage subsidiaries.
- B-2 Identify how the resource-based view of the firm impacts its IHRM practices.
- B-3 Discuss the elements of a comprehensive global HR strategy.
- B-4 Identify the key metrics used to benchmark IHRM.

GOAL C:
The student will explain how the functions of IHRM are strategically integrated into the organization’s business plan.

Learning Outcomes: The student will:

- C-1 Explain approaches, issues and criteria used in selecting employees for
C-2 Understand cultural/language issues involved with the selection process of international employees.

C-3 Identify components and guidelines for performance evaluations of international employees.

C-4 Outline objectives and components of international compensation programs.

C-5 Discuss components of international training and development.

C-6 Apply concepts of international development to the multicultural workforce in the U.S.

C-7 Explain how labor relations impacts strategic choices of the organization.

GOAL D:
The student will demonstrate effective written and oral communication skills when discussing international HRM principles and trends.

Learning Outcomes: The student will:

D-1 Research and prepare a term paper on the cultural and business facts impacting the HR practices in a specific country.

D-2 Present key findings of the research to the class, including introduction in key language of country presented.