MN5421 – MANAGING PEOPLE IN GLOBAL MARKETS

MODULE TYPE/SEMESTER: Option (20 credits), Semester One

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AIMS:
This module will prepare postgraduate students to become effective HR managers/consultants in multinational corporations and consultancies. We will critically examine the people-related challenges of managing human resources in an international context. The lectures will shine light on the myriad challenges that multinational corporations face in different national contexts, and provide students with various theoretical frameworks to critically analyse and understand contemporary trends in international human resource management.

LEARNING OUTCOMES:
At the end of the module, students should be able to:

- Understand the complexities of managing people in global markets and organisations, and the context that shapes international HRM.
- Critically evaluate the effectiveness of international HRM, the impact of cultural values and “institutional embeddedness”.
- Demonstrate an ability to communicate HR issues effectively, and evaluate and formulate solutions relating to the management of workforces in international organisations.

READING AND TEXTBOOKS:
The main textbooks are:


Please note that at postgraduate level students are expected to consult a wide range of sources both for broadening knowledge of the area and for specific assessment exercises.

Students are encouraged to have a look at some of the current issues of the key academic journals related to international human resource management. Some examples of these
journals are provided below. The library subscribes to most of these journals or can obtain articles through inter-library loans.

- Academy of Management Journal
- Academy of Management Review
- Journal of Management Studies
- Administrative Science Quarterly
- British Journal of Management
- International Journal of Human Resources Management
- Global Strategy Journal
- Harvard Business Review
- Journal of International Business Studies
- International Business Review
- Organization Science
- Organization Studies
- Human Relations
- Strategic Management Journal
- Journal of World Business
- Human Resource Management Journal
- Human Relations
- Journal of Vocational Behaviour

INDICATIVE TOPICS:
- Introduction to IHRM: Globalisation, MNCs and the convergence debate
- Culture, Institutions and IHRM
- Varieties of Capitalism
- Global Staffing and Expatriate Management
- International assignments: benefits and challenges
- Transfer of Practices in MNCs
- IHRM in Cross-Border Mergers and Acquisitions
- International Labour Standards and CSR

ASSESSMENT:
- Individual essay, maximum 2000 words (excluding references). Assessment Weight = 25%.
- Group presentation. Assessment Weight = 25%.
- Unseen examination, TWO hours. Assessment Weight = 50%

Course descriptions apply to the period of dual-mode delivery in the academic year 2020/21. Organisation of courses may be subject to change without notice.