MN5421 – MANAGING PEOPLE IN GLOBAL MARKETS

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

MODULE CO-ORDINATOR AND TUTOR: Dr Andrew Timming, Reader in Management

CONTACT DETAILS: art2@st-andrews.ac.uk

AIMS: This module will prepare postgraduate students to be effective HR managers in multinational corporations. We will examine critically the people-related challenges of managing human resources in an international context. Much of the course is centred around the management of expatriate employees and international assignments. The lectures will shine light on the myriad challenges that multinational corporations face when seeking to balance the managerial influence of headquarters and subsidiaries in different national contexts.

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

1. understand the complexities of managing people in global markets and organisations.
2. critically assess the influence of globalisation and internationalisation in relation to the processes of selection, deployment, development and reward of human resources in the context of multinational operations.
3. classify HR strategies and be able to utilise them in the context of multinational organisations and their employment and leadership requirements.
4. determine the key differences between human resource management and international human resource management.

READING AND TEXTBOOKS:

Key Readings: The main textbook is:


It is strongly recommended that students purchase this textbook or at least have ready access to a current edition.

Please note, though, 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.
TEACHING PROGRAMME:

Week 1: Introduction to International HRM  
Tutor: Dr Andrew R Timming

Week 2: Expatriate Staffing  
Tutor: Dr Andrew R Timming

Week 3: Expatriate Performance Appraisal  
Tutor: Dr Andrew R Timming

Week 4: Expatriate Training and Development  
Tutor: Dr Andrew R Timming

Week 5: Expatriate Compensation Management

Week 6: READING WEEK  
NO CLASS

Week 7: Guest Lecture  
Tutor: Dr Andrew R Timming

Week 8: Strategic IHRM and the Transfer of Best Practice  
Tutor: Dr Andrew R Timming

Week 9: Comparative Industrial Relations  
Tutor: Dr Andrew R Timming

Week 10: Student Presentations  
Tutor: Dr Andrew R Timming

Week 11: Revision Session  
Tutor: Dr Andrew R Timming

ASSESSMENT:

1. Individual essay, maximum 2000 words (excluding references). Assessment Weight = 25%.

2. One group-based report, max. 3000 words (no references to be included in this report). Assessment Weight = 20%.

3. Group presentation, 15 minutes per group. Assessment Weight = 5%

4. Unseen examination, TWO hours. Assessment Weight = 50%