



COURSE (MODULE) DESCRIPTION

Course title	Code
International Human Resource Management	

Staff	Department
Coordinator: Prof. Dr. Mindaugas Laužikas	Visiting Professor, ISC Paris

Study cycle	Course study
Second	Compulsory

Form of implementation	Period of implementation	Language of instruction
Classroom	Spring semester	English

Requirements for student	
Prerequisites: none	Additional requirements (if any): none

Number of ECTS credits	Student's workload	Contact hours	Individual work
5	136	24	112

Purpose of the course and competences developed		
<p>The purpose of this course is to present the main concepts, principles, theories, functions and models related to human resource management. It is intended to cover both theoretical and practical human resource management aspects while paying a special attention to innovative human resource management techniques, oriented to all stakeholders, competitive advantages of organizations as well as the rapidly changing context of management. The human resource management is interpreted in the context of project management and business intelligence.</p> <p>During the course students will acquire skills essential for global HR managers: effective communication technique, the ability to listen well, people development and reinforcement of management decisions, ability to communicate and understand cultural differences, a comprehensive understanding of the international business environment, managing complex organizational issues.</p>		
Learning outcomes	Teaching methods	Assessment methods
A systemic understanding of human resource management concepts, theories, principles, development trends, phases, theories and models; ability to ingeniously analyze human resource management cases	Theoretical lectures. Statistical data interpretation. Case studies	Professor's and other colleagues' feedback
The ability to construct and apply conceptual and methodological models, related to human resource management, particularly in the context of innovation processes and knowledge economy	Case studies, stimulation games	Professor's and other colleagues' feedback
The ability to improve organizational structures, financial indicators, employee efficiency as well as the value-added of innovations	Business intelligence-based group projects	The evaluation of group projects and individual reflection

Course themes	Contact/Individual work: time and assignments							Assignments	
	Lectures	Tutorials	Seminars	Practical classes	Laboratory work	Practice	Contact hours		Individual work
1. Human resource management concepts, principles, development trends	2						2	16	Lectures and seminars to tackle terms, principles and trends related to this course PPT presentation, statistical data analysis
2. Human resource management theories and models; innovation and human resource strategies and policies	2		2				4	24	Discussing in groups on various examples of human resource strategies in companies PPT presentation, role plays, cases
3. International human resource management dimensions	4		2				6	24	The lectured are centred around international human resource management dimensions and comparisons among countries PPT presentation, cases
4. Creativity, talents and innovation management: individuals, teams and organizations; intrapreneurship versus entrepreneurship	4		2				6	24	Videos and discussions in groups PPT presentation, videos, role plays, games, cases
5. Strategic human resource management, monitoring, human resources management in the EU projects; efficiency and financial analysis of human resource management in projects	4		2				6	24	During the seminar professor demonstrates various financial measurement and analysis methods of employees' performance PPT presentation, cases
Total	16		8				24	112	

Assessment strategy	Share in %	Time of assessment	Assessment criteria
Group project	50	11 th May	Innovativeness, precision, completion
Individual reflection on other groups' projects	50		Logical argumentation, critical thinking, application of knowledge in HR management. The final grade consists of the percentage sum of the group project and individual reflection. For assessment a ten-point scale shall be applied: 95-100%, or excellent, 10; 85-94%, or very good, 9; 75-84%, or good, 8; 65-74%, or fair, 7; 55-64%, or satisfactory, 6; 46-54%, or poor, 5. Less than 45% or unsatisfactory: 4, 3, 2, 1.

Author	Published in	Title	Issue No. or Volume	Publishing house or Internet site
Required reading				
Jackson, Susan E., Schuler, Randall S., Werner, Steve	2012, 2009	Managing Human Resources. Chapter 9	11 th Edition	South-Western Cengage Learning
Dowling, Peter J., Festing, Marion, Engle, Allen D., SR.	2008	International Human Resource Management.	5 th Edition	South Western Cengage Learning EMEA

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		Chapters: 1, 2, 4, 11, 12		
Amstrong, Michael Taylor, Stephen	2014	Amstrong's Handbook of Human Resource Management Practice	13 th Edition	Kogan Page (online)
Supplementary reading				
Pinnington, Ashly Macklin, Rob Campbell, Tom	2007	Human Resource Management: Ethics and Employment. Part I, chapter 4 (66-81 pp.)		Oxford University Press