**Syllabus for course**

**HUMAN RESOURCES MANAGEMENT IN INTERNATIONAL CONTEXT ‑ IN ENGLISH**

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| **Course code:**  | 2OPQxx |
| **Course title in language of instruction:**  | Human Resources Management in International Context ‑ in English |
| **Course title in Czech:**  | Řízení lidských zdrojů v mezinárodním kontextu ‑ anglicky |
| **Course title in English:**  | Human Resources Management in International Context ‑ in English |
| **Number of ECTS credits allocated:**  | **7** (1 ECTS credit = 26 hours of workload) |
| **Mode of delivery:**  | face‑to‑face; 2/2 (hours of lectures per week / hours of seminars per week) as semestral course |
| **Mode of completion:**  | graded course |
| **Language of instruction:**  | English |
| **Level of course and year of study:**  | Undergraduate |
| **Semester:**  | SUMMER 2017 |
| **Name of lecturer(s):**  | Chad R. Durham, MBA, PhD Candidate (examiner, instructor, lecturer)prof. Ing. Dana Zadražilová, CSc. (examiner, instructor, lecturer, supervisor) |
| **Prerequisites and co‑requisites:**  | none |
| **Recommended optional programme components:**  | none |
| **Work placement:**  | none |
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| **Aims of the course:**  |

This course intends to provide a critical and analytical perspective on organizations and organizational management in relation to the importance and development of Human Resource Management in the international marketplace. The course will focus on a managerial view in a global business environment aimed at understanding the environment, creating and sustaining a competitive advantage through integrated strategies involving Human Resource Management. The course will be centered around organizational management theories and integrated development of Human Resource Strategies throughout organizational departments, by exploring theories and concepts and applying them to current and trending business situations, using case studies, referring to experts in the field and application based assessments.

**Learning outcomes and competences:**

At the conclusion of this course students will be able to:

1. Understand the importance of HRM in the creation and development in international business strategy
2. Critically analyze the role or HRM in organizations and HRM’s strategic role
3. Identify and apply the functions, responsibilities and opportunities of HRM in today’s marketplace to contribute to success and in competitive advantages
4. Analyze the changing environment of HRM and exploration of HRM trends
5. Explore and develop understanding or the direct relationship of organizational management, culture and positioning on HRM regarding innovation and competitiveness
6. Critically analyze HRM’s integrated role and opportunities for organizational effectiveness and improvement and apply management techniques in relation.

The Course will include:

* Development of communication and teamwork skills
* Development of critical analysis tools and application of techniques through case studies
* Application of studies in real-world situations
* Research and managerial decision making toward problem solving and process improvement

**Course contents:**

1. International Human Resource Management (allowance 2/2)

1. Define Management, Human Resources, International Environment
2. Background and History of Human Resource Management in Organizations
3. Trends in International Human Resource Management
4. Global Areas of Focus in Human Resource Management

2. Organization Theories and Human Resource Management (allowance 2/2)

1. Classic Scientific School of management
2. Fredrick Taylor & Management: Maximizing Productivity & Efficiency
3. Fayol's Theories on Staff Management and Worker Satisfaction
4. Henri Fayol's Management Principles: Managing Departmental Task Organization
5. The Human Relations Movement: Definition and Significance to Organizational Behavior
6. Theory X & Theory Y: Two Types of Managers

3. Culture, Ethics, CSR, Organizational Behavior, OCB and the Global Business Environment (allowance 3/2)

1. Culture in global organizations and its importance
2. Today’s Ethics in Management
3. Corporate Social Responsibility and the role of Human Resources Management
4. Organizational Behavior Concepts and Theories exploration
5. Organizational Citizenship Behavior
6. The Global Business Environment

4. Planning. Analyzing and Designing Jobs (allowance 2/2)

1. Organizational Planning for Human Resources
2. Structures and Formations
3. Job Analysis to Job Specification to Job Description Process.
4. Job-Fit Analysis
5. Departmental Relationship Development

5. Selection, Interviewing, Recruiting, Staffing, and Retention (allowance 2/3)

1. Management Selection Process relating to
2. the organization
3. Interviewing Focus, Design, Importance
4. and Techniques
5. Recruiting concepts and strategies
6. HRM Staffing Strategies and Applications
7. Employee Retention. Job Satisfaction, Leadership and Motivation

6. Training and Development (allowance 2/2)

1. Training Concepts, Techniques and Strategies
2. Development Strategies and Responsibilities
3. Training Programs and Applications
4. Total Quality Management Influence on Training and Development
5. Training Session Applications

7. Generational values in the workplace: Differences and Dominate Values (allowance 2/2)

1. What are generations?
2. The Different Generations Identified: Traditionalists, Baby Boomers, Generation X and Millennials
3. What are the values of different generations?
4. Generational Work Ethic: Finding a Compromise

8. Performance, Performance Evaluation, Management, and Employee Appraisal (allowance 3/2)

1. Performance of Employees
2. Reinforcement, Management, Innovative
3. Techniques in PEP
4. PEP Designs, Techniques and Systems
5. Leadership Role in PEP
6. Communication Structure in Performance

9. Employee Career Development and Organizational Value (allowance 2/3)

1. Organizational Responsibilities in Development
2. Career, Professional and Personal Development Theories
3. Managing Upward and Downward
4. The Entrepreneurial Environment
5. Modern Trends in the Workplace

10. Finance in International Human Resources Management (allowance 2/2)

1. Relationship to HRM and Finance
2. Employee Compensation
3. Member Benefits
4. Integration of Departments in HRM

11. Evaluating Human Resource Management (allowance 2/2)

1. Executive Management
2. Corporate Leadership Trends
3. Entrepreneurial Management Focus
4. Decision Making Models and Studies
5. Innovation Concepts in Managerial Communication

12. International Human Resource Management Strategy (allowance 2/2)

1. Departmental Integration and Interdependence
2. Creating the Competitive Advantage
3. Change Management
4. Managerial Competitive Strategies
5. Global Comparison or HRM Strategies

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| **Learning activities, teaching methods and workload (hours):**  |
| **Type of teaching method** | **Daily attendance** |
| Participation in lectures | 26 h |
| Preparation for lectures | 13 h |
| Attendance at seminars/workshops/tutorials | 26 h |
| Preparation for seminars/workshops/tutorials | 13 h |
| Preparation of term paper | 20 h |
| Preparation of presentation | 20 h |
| Preparation for final test | 25 h |
| Visits to businesses and visit write-ups | 13 h |
| Pre-departure assignments | 26 h |
| **Total** | **182 h** |

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| **Assessment methods and criteria:**  |
| **Requirement type** | **Daily attendance** |
| Term paper | 25 % |
| Presentation | 25 % |
| Final test | 30 % |
| Activity on seminars, homework | 20 % |
| **Total** | **100 %** |
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| **Assessment:**  |
| Graded courses |
| 1 | Excellent (90 ‑ 100%) |
| 2 | Very good (75 ‑ 89%) |
| 3 | Good (60 ‑ 74%) |
| 4 | Insufficient (0 ‑ 59%) |
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| Ungraded courses |
| P | Passed |
| NP | Not Passed |

**Reading:**

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| **Type** | **Author** | **Title** | **Published in** | **Publisher** | **Year** | **ISBN** | **Library** |
| RQ | Dessler, G. | Fundamentals of Human Resource Management, 3rd Edition |  | Pearson | 2013 | 9780132994903 |  |
| RE | DOWLING, P; FESTING, M.; ENGLE, A. | International Human Resource Management, 6th Edition | Boston | Cengage | 2013 | 1-408-07574-1 |  |
| RE | GOLDSTEIN, I.; FORD, J. | Training in Organizations Needs Assessment, Development, and Evaluation 4th Edition | Belmont, CA | Wadsworth / Thomson Learning | 2002 | 0-534-34554-9 |  |
| RE | NOE, R. | Employee Training and Development5th Edition | New York | McGraw-Hill Irwin | 2010 | 0-07-353034-4 |  |
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| RQ: required |
| RE: recommended |