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| |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Créditos:** 3  **No. Total de Horas:**  144 | **Horas con acompañamiento docente**   |  |  | | --- | --- | | **Horas de clase:** 48 | **Horas de práctica o laboratorio**  **con acompañamiento docente:** NA | | **Horas de trabajo independiente:**  96 | |
| **Prerrequisitos:** Gestión Intercultural Nivel B1 de inglés |
| **Correquisitos:** No Aplica |
| **Asignaturas equivalentes:** No Aplica |
| **Cupo máximo por grupo:** 35 |
| **Modalidad:** Virtual |
| **Idioma en que se imparte:** Inglés |

**Descripción de la asignatura (120 palabras)**

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| In a globalized context, International Human Resource Management (IHRM) acquires major importance, despite the mobility of workers is one of the main ways of coordinate the domestic and international activities of an international company.  In this international opening, organizational managers must understand the cultural, social, and political environment in which his/her operation is located, furthermore, it implies that in a management level internal factors of the management be analysed, as national personnel selection, o personnel from the country where the new branch is, the way information is offered, development and careers, reward system and hiring conditions, demanding therefore, the adequacy of the HRM processes to the own characteristics of an international assignment, such as, adaptation to national culture and knowledge, and abilities of job to perform.  IHRM course aims to from theoretical, methodological and corresponding attitudinal elements, and the realization of practical activities, to offer to students, necessary knowledge to its successful intervention in the HRM process, either from the analysis of the subprocesses to generate ideas that let to improve, or from fulfilment of the operation own responsibilities and monitoring of the activities that correspond to do assessment in a professional in international negotiation. |

**Objetivos de aprendizaje**

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| To achieve that student knows, manages and applies basic theoretical-practical knowledge of human resource management in an international environment, offering necessary conceptual, methodological and attitudinal elements to comprehension and learning of these processes. |

**Contenidos de la asignatura**

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| 1. **GENERAL CONTEXT OF INTERNATIONAL HUMAN RESOURCE MANAGEMENT (IHRM):**  * International business and IHRM - February 2nd * Domestic Human Resource Management and IHRM. February 9th * The IHRM Department, Professionalism, and Future Trends - February 16th   **II. FOREIGN ASSIGNMENT AND INTERNATIONAL MOBILITY**  • International assignee and expatriation - March 9th  • National culture and adaptation - March 16th  • Job analysis, recruiting and selection processes and procedures - March 23th  **III. GLOBAL EMPLOYMENT LAW AND LABOUR RELATIONS**  • International training and management development - April 20th  • Compensation and well-being - April 27th  • The institutional legal contexts of international business - May 4th |

**Estrategias didácticas**

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| Topic course is done through different actions in which is combined master classes and active methodologies. In special, it uses training with projects, through:   * Case studies applied to an organisation, in which students apply learnings, document their experience and then, explain it, based on established guidelines. * With this, it seeks student be protagonist of her o his own learning and the professor’s role be as guide, tutor and instructor in this process, to scope of academic achievements, in the cognitive and the labour, such as in the know, as in the know to do and know to be. * Gamification, in order to apply the theoretical concepts and develop competencies required for International Business * Theoretical-practical training. * Realization of an integrative exercise, through students (working in groups), document the practises used in the HRM process in an organisation that has international operations. * Clarification of doubts and concerns in the realization of class activities and the integrative exercise. * Readings according to course plan, in order to achieve the declarative learnings proposed in the course. * Special Guests sharing their experiences in international businesses. |

**Estrategia de evaluación – Resultados de aprendizaje esperados**

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| |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Actividades de**  **Evaluación de los**  **Aprendizajes** | **% nota** | **Objetivo de Aprendizaje** | **Contenido asociado (módulo, capítulos, unidad)** | **Resultados de Aprendizaje Esperados** | | **First exam: written group exam**  **February 23th** | **15%** | To be aware about how HR impacts the International Businesses | * General context of Humana Resource Management. | To understand the importance of Human Resources for international businesses, and to recognize the stage in which a company is in the Case Study that they have to solve. | | **Second exam: written group exam**  **April 13th** | **15%** | To know the process and subprocesses of HR and the way in which they change for international processes | * Foreign assignment and international mobility | To identify the different HR processes and sub processes and to apply them solving a case study of a MNE | | **Final exam: written individual exam**  **May 25th** | **20%** | To evaluate the awareness grade of the student about the impact of HR in International Business | * Global employment law and labour relations | To apply concepts and identify if the students recognize the importance of keeping people well prepared and aligned to achieve the goals | | **Integrative Exercise - First delivery:**  **March 2nd** | **15%** | To identify in a company its stage of internationalization and the current role of HR | * Presentation to the group (group score) | To identify in which stage of internationalization is the company selected and a first approach to HR process there. | | **Integrative Exercise - Second delivery:**  **March 30th** | **15%** | To know how IHRM works in a real company | * Written work (group qualification) | To identify the gaps existing in a real company in terms of IHRM | | **Integrative Exercise - Final delivery:**  **May 18th** | **10%** | To build a proposal for the company selected in terms of HR for its internationalization process | Presentation including the first and second deliveries and completing the diagnosis with the proposal | To propose an action plan to close the gaps found in the company selected, in terms of HR. | | **Group activities: (individual and group qualification)** | **10%** | To do follow up to the understanding of each topic | * Group activities (group qualification) | To understand each topic, presenting the main concepts and applying them in games or case studies. | |

**Bibliografía**

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| * Briscoe, D., Shuler, R., & Tarique, I. (2012). *International Human Resource Management: Policies and practices for multinational enterprise*. New York: Routledge. * Pucik, V., Evans, P., Björkman, I., & Morris, S. (2017). *The global challenge. International Human Resource Management*. Chicago: Chicago Business Press. * Tayeb, M.H. (2015). *International Human Resource Management. A multinational company perspective*. Oxford: Oxford University Press.   **SUGGESTED REFERENCES**   * Dessler, G. (2013). *Human Resource Management*. New Jersey: Pearson. * International Labour Organization. (2019a). *Free and open access to labour statistics*. Available from: <https://ilostat.ilo.org/data/> * International Labour Organization. (2019b). *World Employment and Social Outlook: Trends 2019*. Available from: <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_670542.pdf> * Mondy, R.W., & Martocchio, J.J. (2016). *Human Resource Management*. United States: Pearson. * Noe, R.A., Hollenbeck, J.R., Gerhart, B., & Wright, P.M. (2016). *Fundamentals of Human Resource Management*. New York: McGraw-Hill. |

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**Control de Cambios**

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| **Nombre de la asignatura** |  |
| **Código** | **Fecha de Creación de la Asignatura:** |

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| **Modificación efectuada** | **Fecha Actualización** | **Efectuada por** | **Aprobada por** |
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