

Course unit Descriptor	Faculty of Economics Subotica	
		
GENERAL INFORMATION		
Study program in which the course unit is offered	Entrepreneurial management	
Course unit title	International Human Resource Management	
Course unit code	DR-623	
Type of course unit ¹	optional	
Level of course unit ²	Doctoral	
Semester when the course unit is offered	Winter or summer	
Year of study (if applicable)		
Number of ECTS allocated	8	
Name of lecturer/lecturers	Full professor Agneš Slavić, Assistant Professor Nemanja Berber	
Mode of course unit delivery ³	Face-to- face	
Course unit pre-requisites (if any)	-	
PURPOSE AND OVERVIEW (max 5-10 sentences)		
<p>The globalization of business has changed the nature of human resource management a lot, as it has to contribute to the companies' success in the global marketplace and to the satisfaction of global diverse workforce. The purpose of the International Human Resource Management is to present specific management techniques which will help multinational organizations to achieve world-wide success through diversified workforce. Besides, it briefly describes the HRM policies and practices found at the local level in selected countries.</p>		
LEARNING OUTCOMES (knowledge and skills)		
<p>After the completing of the course students will have up-to-date knowledge on human resource management practices in a global context. Students will be able to:</p> <ul style="list-style-type: none"> - to understand the behavior of employees in different countries, - manage the human resources of multinational organizations, 		

¹ Compulsory, optional

² First, second or third cycle (Bachelor, Master's, Doctoral)

³ Face-to-face, distance learning, etc.

- implement the adequate techniques of employee planning, work design, staffing, training and development, compensations and human relations taking into account the specific characteristics of institutional, cultural and economic context.

SYLLABUS (outline and summary of topics)

Theory

Theoretical lectures focus on the following themes: Globalization of HRM, Global talent management and staffing, Training and development in the multinational enterprise, Global employee performance management, Global compensations.

Practice

The practice includes discussions, case studies, role plays and teamwork assignments focusing on the following: Internationalization of business, Dimensions of national cultures, Global work force planning, Recruiting and selection in multinational companies, Training and development in multinational companies, Global careers, Performance management in multinational companies, The elements of the compensation system of expatriates.

LEARNING AND TEACHING (planned learning activities and teaching methods)

Interactive lectures, discussions, case studies, role plays, teamwork assignments

REQUIRED READING

1. Brewster C., Houldsworth E., Sparrow P., Vernon G. (2016): International Human Resource Management, London: Chartered Institute of Personnel and Development,
2. Morley M.J., Heraty N., Michailova S. (2009): Managing Human Resources in Central and Eastern Europe. London: Routledge
3. Brewster C., Mayrhofer W. (ed.) (2012): Handbook of Research on Comparative Human Resource Management, Cheltenham: Edward Elgar.
- 4.. Edwards T., Rees C. (2011): International Human Resource Management – Globalization, national systems and multinational companies, Harlow: Pearson.
6. Barrett R., Mayson S. (2008): International Handbook of Entrepreneurship and HRM. Cheltenham: Edward Elgar.
7. Dowling P.J., Welch D. E (2004): International Human Resource Management - Managing people in multinational context, Tunbridge Wels: Gray Publishing.
8. Briscoe D.R., Schuler R.S., Claus L. (2009): International Human Resource Management – Policies and practices for multinational enterprises. London: Routledge.
9. Lane H.W, Distefano J.J. (2004): International Management Behavior, Portland: Richard Ivey School of Business, University of Western Ontario.

ASSESSMENT METHODS AND CRITERIA

Preliminary exams, practical work, active class participation, final oral exam

Pre-exam obligations	points	Final exam	points
Active class participation	5	Oral exam	30
Practical work	15		
Preliminary exam(s)	50		

LANGUAGE OF INSTRUCTION

Serbian, English or Hungarian