

Course Unit	International Human Resource Management	Field of study	Social and Human Sciences
Bachelor in	International Business Management	School	School of Technology and Management
Academic Year	2022/2023	Year of study	2
Type	Semestral	Semester	2
Level	1-2	ECTS credits	6.0
Code	8487-711-2203-00-22		
Workload (hours)	162	Contact hours	T - , TP 50 , PL - , TC - , S - , E - , OT 10 , O -

T - Lectures; TP - Lectures and problem-solving; PL - Problem-solving, project or laboratory; TC - Fieldwork; S - Seminar; E - Placement; OT - Tutorial; O - Other

Name(s) of lecturer(s) Catarina Braganca Fontes da Rocha, Nuno Filipe Lopes Moutinho

### Learning outcomes and competences

At the end of the course unit the learner is expected to be able to:

1. Identify the guidelines of Human Resource Management in small, medium and large companies as well the strategy of Human Resource Management;
2. Identify and implement the objectives and ways to operationalize Human Resources Management in the context of current business;
3. Understand the challenges of Human Resource Management in the context of European integration and globalization;
4. Know and understand the purpose and processes of performance management and appraisal;
5. Identify ways to develop leaders and managers in small and medium-sized companies.

### Prerequisites

Before the course unit the learner is expected to be able to:

1. Master basic knowledge of management;
2. Apply basic knowledge about Social Psychology of Organizations.

### Course contents

Strategic Human Resources Management (HRM): Integrated process of HRM. Operationalization of HRM. The global context of HRM. Associates performance and development.

### Course contents (extended version)

1. Strategic Human Resources Management (HRM): Integrated process of HRM:
  - Vision, mission and values
  - Structure, Strategy and Profile of functions
  - Organizational development in an internal context
  - Competences management
2. Operationalization of HRM:
  - Scope of HRM
  - Balanced Scorecard in HRM
3. The global context of HRM:
  - International HRM: The global executive
  - The expatriation and repatriation
  - The internationalization of HRM practices
4. Associates performance and development:
  - Performance measurement and human resources management
  - The purpose and process of performance management
  - Performance, judgment and feedback: the reward systems
  - Developing leaders and managers in small and medium-sized companies: career planning and management

### Recommended reading

1. Crawshaw, J., Budhwar, P., & Davis, A. (2020). Human resources management: strategic and international perspective. SAGE Publications, Inc.
2. Lussier, R.N., & Hendon, J.R. (2021). Human resource management: Functions, applications, and skill development (4th ed.). SAGE Publications, Inc.
3. Noe, R.A., Hollenbeck, J.R., Gerhart, B., & Wright, P.M. (2022). Fundamentals of human resource management (9th ed.). McGraw-Hill Education.
4. Rees, G., & Smith, P. (2021). Strategic human resource management: An international perspective (3rd ed.). SAGE Publications, Inc.
5. Torrington, D., Hall, L., Atkinson, C., & Taylor, S. (2020). Human resource management (11th ed.). Pearson Education Limited.

### Teaching and learning methods

Theoretical lectures in which concepts are explained followed by discussing exercises where students are encouraged to debate the different perspectives of Human Resources Management. Class workshops on practical situations and case studies. Students will be invited to perform individual tasks related to several topics of the unity.

### Assessment methods

1. 1 - (Regular, Student Worker) (Final)
  - Intermediate Written Test - 60%
  - Practical Work - 40% (Written work - 30% and Presentation during the class - 10%)
2. 2 - (Regular, Student Worker) (Final, Supplementary, Special)
  - Final Written Exam - 100%

### Language of instruction

English

### Electronic validation

Catarina Braganca Fontes da Rocha, Nuno Filipe Lopes Moutinho	António Borges Fernandes	José Carlos Rufino Amaro
09-03-2023	17-03-2023	17-03-2023