

## **MHRD5103 Global Human Resource Management**

---

### **PRE-REQUISITE(S)**

No pre-requisite is required

### **CREDIT HOURS**

3

### **SYNOPSIS**

This module is designed to provide knowledge essential for HR practitioner to work in an international context. It enables the candidates to develop a global mind-set, cultural sensitivity and enhance skills in dealing with global talent management, compensation and benefits, employees' relations, mobility management etc.

### **LEARNING OUTCOMES**

- Evaluate fundamental HRM concepts and practices in relation to the social cultural, ethical and environmental responsibilities and issues in the global context.
- Adapt best practices in managing occupational, safety and health challenges to mitigate risks and enhancing employees' well-being to achieve organisational objectives.
- Propose diversity and inclusion practice in selection, recruitment, performance management and reward strategy to motivate a diverse and global workforce.

### **TOPICS**

Topic 1	Introduction to Global HR Management
Topic 2	Core Competencies of Global HR Professional
Topic 3	Corporate Strategies and Global HR
Topic 4	Organisational Structures and Staffing Orientation
Topic 5	Talent Management in a multi-cultural environment
Topic 6	Diversity, Ethics and Employee Relations
Topic 7	Global Workforce Planning and Selection
Topic 8	Compensation and Performance Management

## ASSESSMENT DETAILS

<b>Continuous Assessment</b>	<b>%</b>
Class Discussion	10
Group Presentation	15
Group Assignment	25
<b>Final Assessment</b>	<b>%</b>
Individual Assignment	30
Written Examination	20

## PRESCRIBED TEXT

Main:

Rees, G. & Smith, P.E. (Eds.). (2017). Strategic human resource management: An international perspective (2nd ed.). Sage Publication.

Pinnington, A., & Harzing, A. W. (2015). International Human Resource Management (4th ed.). Sage Publication.

Additional References:

Barak, M. E. M. (2017). Managing diversity: Toward a globally inclusive workplace (3rd ed.). Sage Publication.

Triana, M. (2017). Managing Diversity in Organizations: A Global Perspective. Routledge, Taylor Francis.

Smith, C. (2014). Working at a distance: A global business model for virtual team collaboration. Routledge.