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| Course identification : | - Teaching unit : TU1 – SMEs and their specificities - Module : International HRM - Subject : | ECTS credits : | Semester : Spring Teaching hours : 20 h Full workload : 60 |
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| Objectives of the course : | After this course students have been introduced to: <ul style="list-style-type: none"> - Basic roles and functions of Human Resource (HR) - Position of HR in organisations - International elements of HR (IHR) - Globalisation and Cosmopolitanism and the effect on IHR - Culture and Religions and the effect on IHR - Ethics, Diversity and Inclusion in HR/IHR |
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| Prerequisites : | Basic principles of management |
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| Course contents : | <p>Workshop 1:</p> <ul style="list-style-type: none"> - Overview of all workshops including the requirements for evaluation - Instructions for assignments and case study - Learning outcomes <p>Workshop 2:</p> <ul style="list-style-type: none"> - Introduction of HR topics, functions and roles in organisations - HR in an international context <p>Workshop 3:</p> <ul style="list-style-type: none"> - Introduction in Globalisation - Introduction in Cosmopolitanism <p>Workshop 4:</p> <ul style="list-style-type: none"> - The effects of Globalisation and Cosmopolitanism on IHR - Introduction in Culture and Religions <p>Workshop 5:</p> <ul style="list-style-type: none"> - Introduction in Ethics - The effects of Culture, Religion and Ethics on IHR <p>Workshop 6:</p> <ul style="list-style-type: none"> - Diversity and Inclusion - Diversity and Inclusion in HR <p>Workshop 7:</p> <ul style="list-style-type: none"> - Presentation of case studies - Closure |
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| Evaluation : | <ol style="list-style-type: none"> 1. Attendance and active participation 80% -100% (max 2 points) 2. Introduction and expectation letter (2 points) 3. Case study, groupwork, presentation and peer assessment (max 10 points) 4. Individual reflection (max 6 points) <p>Total Points : 20 Pass rate : 12 points</p> |
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| Bibliography : | <p>Harzing & Pinnington, International Human Resource Management, 3th edition Purcell & Boxall, Strategy and Human Resource management, 4th edition Samovar e.a., Communication Between Cultures, 9th edition Thomas & Inkson, Cultural Intelligence, 2nd edition Liu e.a., Introducing Intercultural Communication, 2nd edition Hofstede & Hofstede, Allemaal andersdenkenden, 32th edition (Dutch)</p> |
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| Remarks : | interactive workshops in with lectures, group work, discussion presentations. |
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