

Tamkang University Academic Year 104, 1st Semester Course Syllabus

Course Title	INTERNATIONAL HUMAN RESOURCE MANAGEMENT	Instructor	SANTANU SARKAR
Course Class	TGLXM0A ELECTIVES COURSES BY COLLEGE OF BUSINESS AND MANAGEMENT-PH.D, 0A	Details	<ul style="list-style-type: none"> ◆ Selective ◆ One Semester ◆ 3 Credits
Departmental Aim of Education			
<ul style="list-style-type: none"> I. Acquisition of professional knowledge. II. Learning effective self-planning. III. Theoretical application of practical matters. IV. Interpersonal communication and teamwork. V. Analysis of problems and recommendations. VI. Awareness of Ethics as a global citizen. 			
Departmental core competences			
<ul style="list-style-type: none"> A. Students are equipped with professional knowledge of core courses. B. Students can follow the course schedule and complete the assignment. C. Students can apply their profession to practice matters. D. Students can communicate in business environment. E. Students can perform the ability of professional analysis and thinking. F. Students can recognize ethical issues in local and international business environment. 			
Course Introduction	<p>The study of HRM sub-systems such as HRP, recruitment and selection, performance management, career planning, training and development, reward management from a global perspective will enhance the students' ability to broaden their perspectives on the global-local talent management decision making process.</p> <p>The students will become familiar with the tools, processes, functions, and mechanisms used by successful global organizations and TNCs to manage people risks and opportunities.</p>		

The Relevance among Teaching Objectives, Objective Levels and Departmental core competences

I. Objective Levels (select applicable ones) :

- (i) Cognitive Domain : C1-Remembering, C2-Understanding, C3-Applying, C4-Analyzing, C5-Evaluating, C6-Creating
- (ii) Psychomotor Domain : P1-Imitation, P2-Mechanism, P3-Independent Operation, P4-Linked Operation, P5-Automation, P6-Origination
- (iii) Affective Domain : A1-Receiving, A2-Responding, A3-Valuing, A4-Organizing, A5-Characterizing, A6-Implementing

II. The Relevance among Teaching Objectives, Objective Levels and Departmental core competences :

- (i) Determine the objective level(s) in any one of the three learning domains (cognitive, psychomotor, and affective) corresponding to the teaching objective. Each objective should correspond to the objective level(s) of ONLY ONE of the three domains.
- (ii) If more than one objective levels are applicable for each learning domain, select the highest one only. (For example, if the objective levels for Cognitive Domain include C3, C5, and C6, select C6 only and fill it in the boxes below. The same rule applies to Psychomotor Domain and Affective Domain.)
- (iii) Determine the Departmental core competences that correspond to each teaching objective. Each objective may correspond to one or more Departmental core competences at a time. (For example, if one objective corresponds to three Departmental core competences: A, AD, and BEF, list all of the three in the box.)

No.	Teaching Objectives	Relevance	
		Objective Levels	Departmental core competences
1	The study of HRM sub-systems such as HRP, recruitment and selection, performance management, career planning, training and development, reward management from a global perspective will enhance the students' ability to broaden their perspectives on the global-local talent management decision making process.	C3	ABCDEF

Teaching Objectives, Teaching Methods and Assessment

No.	Teaching Objectives	Teaching Methods	Assessment
1	The study of HRM sub-systems such as HRP, recruitment and selection, performance management, career planning, training and development, reward management from a global perspective will enhance the students' ability to broaden their perspectives on the global-local talent management decision making process.	Discussion, Practicum	Written test, Practicum, Participation

This course has been designed to cultivate the following essential qualities in TKU students

Essential Qualities of TKU Students	Description
◇ A global perspective	Helping students develop a broader perspective from which to understand international affairs and global development.
◇ Information literacy	Becoming adept at using information technology and learning the proper way to process information.
◇ A vision for the future	Understanding self-growth, social change, and technological development so as to gain the skills necessary to bring about one's future vision.
◇ Moral integrity	Learning how to interact with others, practicing empathy and caring for others, and constructing moral principles with which to solve ethical problems.
◇ Independent thinking	Encouraging students to keenly observe and seek out the source of their problems, and to think logically and critically.
◇ A cheerful attitude and healthy lifestyle	Raising an awareness of the fine balance between one's body and soul and the environment; helping students live a meaningful life.
◇ A spirit of teamwork and dedication	Improving one's ability to communicate and cooperate so as to integrate resources, collaborate with others, and solve problems.
◇ A sense of aesthetic appreciation	Equipping students with the ability to sense and appreciate aesthetic beauty, to express themselves clearly, and to enjoy the creative process.

Course Schedule

Week	Date	Subject/Topics	Note
1	104/09/14 ~ 104/09/20	International HRM – an introduction Approaches, definitions, complexity and activities of international HRM	
2	104/09/21 ~ 104/09/27	International HRM – an introduction A broader perspective to international HRM	
3	104/09/28 ~ 104/10/04	Internationalization and international division of labour – International trade and comparative cost advantage, The Heckscher-Ohlin theorem, Economies of scale and its effect on international trade	
4	104/10/05 ~ 104/10/11	Internationalization and international division of labour – Theories explaining growth of FDI and rise of MNEs, Comparative and competitive advantage of nations	
5	104/10/12 ~ 104/10/18	Strategy and structure of MNCs – Sources of competitive advantage and strategic objectives, Strategic approaches	

6	104/10/19 ~ 104/10/25	Strategy and structure of MNCs – Competitive Strategies & Ownership, Location & Internalization Advantages Strategic approaches, Strategy and structure of MNCs, Perlmutter' s international states of mind, Transfer of HRM practices across border	
7	104/10/26 ~ 104/11/01	HRM in cross-border mergers and acquisition – Cultural difference and cross-border M&A performance, Meaning of integration, Types of acquisition	
8	104/11/02 ~ 104/11/08	HRM in cross-border mergers and acquisition – HRM implication of managing cross-border integration, Assessing and building culture in the due diligence phase	
9	104/11/09 ~ 104/11/15	Culture of management: the measurement of differences – Introduction, Hofstede' s contribution, Trompenaars' s and Hampden-Turner' s contribution, Kluckhohn and Strodtbeck' s contribution	
10	104/11/16 ~ 104/11/22	Composing an international staff – Staffing policies, PCN, HCN or TCN – advantages and disadvantages, Edstrom and Galbraith' s Typology	
11	104/11/23 ~ 104/11/29	Composing an international staff – Different motives for different circumstances, Impatriation and expatriation, Expatriate selection, adjustment and failure	
12	104/11/30 ~ 104/12/06	Training and development of international staff – Introduction, Cross cultural training	
13	104/12/07 ~ 104/12/13	International compensation and performance management of international staffs	
14	104/12/14 ~ 104/12/20	International compensation and performance management of international staffs	
15	104/12/21 ~ 104/12/27	International compensation and performance management of international staffs	
16	104/12/28 ~ 105/01/03	International compensation and performance management of international staffs	
17	105/01/04 ~ 105/01/10	International compensation and performance management of international staffs	
18	105/01/11 ~ 105/01/17	Summary and wrapping up	
Requirement			

Teaching Facility	Computer
Textbook(s)	
Reference(s)	
Number of Assignment(s)	(Filled in by assignment instructor only)
Grading Policy	<p>◆ Attendance : 20.0 % ◆ Mark of Usual : % ◆ Midterm Exam : 30.0 %</p> <p>◆ Final Exam : 30.0 %</p> <p>◆ Other <Grp Assnt> : 20.0 %</p>
Note	<p>This syllabus may be uploaded at the website of Course Syllabus Management System at http://info.ais.tku.edu.tw/csp or through the link of Course Syllabus Upload posted on the home page of TKU Office of Academic Affairs at http://www.acad.tku.edu.tw/CS/main.php.</p> <p>※ Unauthorized photocopying is illegal. Using original textbooks is advised. It is a crime to improperly photocopy others' publications.</p>