

Management and Strategy

# Lecture: International Human Resource Management

Winter Semester

Institute:	Professorship for International Management
Lecturer:	Prof. Dr. Helene Tenzer
Assistant:	Melissa Bel-Lahsen
Weekly hours:	4 hours (2 hours lecture + 2 hours exercise)
Credits	6 ECTS
Examination:	Written exam (2 hours, short essay questions)
Prerequisites:	none
Course Material:	Slides, case studies and videos

## Course Description & Main Objectives

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International Human Resource Management (IHRM) is about the worldwide management of human resources. This course provides students with an understanding of IHRM as well as the skills to analyze IHRM in contemporary firms. The course will be divided into three sections. The first section introduces the prevalent ways of thinking about IHRM. The second section deals with the core functional areas in how multinational companies manage their workforce and global talent. The third and final section focuses on specific contextual factors that influence the design, implementation and adaptation of IHRM policies and practices.

After participating in this course, students will be able to:

- Define, explain and compare perspectives and theories related to IHRM
- Identify and understand issues and practices pertaining to the major HRM functions in multinational corporations
- Critically analyze contextual factors and practical problems facing MNCs in their IHRM activities
- Recognize and value cultural differences



- Discuss, critically reflect upon and evaluate ethical matters related to IHRM
- Present their insights on IHRM in front of an audience
- Take ownership of their own career and its development

## Lectures Overview / Course Outline

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### IHRM Perspectives

- Comparative Human Resource Management

### IHRM Functions

- International Assignments
- Global and Local Resourcing
- International HR Training and Development
- Global Performance Management
- Total Rewards in the International Context

### IHRM Contexts

- People Management in Cross-Border Mergers and Acquisitions
- Equal Opportunity, Diversity and Inclusion in the Global Context
- Corporate Social Responsibility and Sustainability through Ethical HRM Practices

## Literature

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Reiche, B. S., Tenzer, H., & Harzing, A.-W. 2022. *International human resource management, 6<sup>th</sup> Edition*. London: Sage Publications.