



Course Specification

Course Title: International Human Resource Management

Course Code: 3572602

Semester 3 Academic Year 2018

Bachelor of Arts in Hospitality Management
(International Programme)
School of Tourism and Hospitality Management
Suan Dusit University

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Course Specification

Name of institution	Suan Dusit University
Campus/faculty/department	School of Tourism and Hospitality Management

Section1 General Information

1. Course code and course title

Course Code 3572602 **Course** International Human Resource Management

2. Number of credits

3(3-0-6)

3. Curriculum and type of subject

3.1 Bachelor of Arts Programme in Hospitality Management

3.2 Type of Subject: Specific Requirement Course Major: Requirement Course

4. Responsible faculty members

4.1 course coordinator: Aj.Thianrat Chatphattaraphon

4.2 Instructors: Aj.Thianrat Chatphattaraphon **Section:** A1

5. Semester / year of study

Semester3 Academic year2018 Year 2

6. Pre-requisite (if any)

None

7. Co-requisites (if any)

None

8. Venue of study

Suan Dusit University

9. Date of latest revision

May 2018

Section 2 Aims and Objectives

1. Aims of the Course

The aims of the course are to explore issues related to the human resource management needs of international and multinational enterprises. Explores aspects of international human resource management activities such as staffing the organisation, employee development, appraisals, compensation and the processes of expatriating and repatriating staff. Addresses the role of human resources in culturally diverse organisations.

2. Objectives of Course Development/Modification

1. Critically analyse the impact of contemporary issues and global imperatives on Human Resource concepts, policies and practices in multinational organisations
2. Compare, contrast and explain a variety of strategic approaches to the management of Human Resources in multinational organisations
3. Apply concepts and knowledge about the range of Human Resource functions to the deployment of expatriate employees on international assignments
4. Define 'expatriate failure' and evaluate the factors contributing to success and failure in expatriate assignments
5. Critically evaluate the effects of different Human Resource and International Industrial Relations strategies adopted by multinational international organisations operating in various regions of the world

Section 3: Course Description and Implementation

1. Course Description

Explore issues related to the human resource management needs of international and multinational enterprises. Explores aspects of international human resource management activities such as staffing the organisation, employee development, appraisals, compensation and the processes of expatriating and repatriating staff. Addresses the role of human resources in culturally diverse organisations.

2. Number of Hours per Semester

Lecture (Hour)	Additional class (Hour)	Laboratory/field trip/internship	Self-study (Hour)
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		(Hour)	
45 hours	-	-	90 hours

3. Number of hours that the lecturer provides individual counseling and guidance

- Course convenor will be available for additional academic advice for 2 hours per week.

Section 4 Development of Students' Learning Outcomes

1. Morality and Ethics

1.1 Expected outcome on morality and ethics

Enable the students to be responsible, disciplined, honest and able to morally and ethically apply specific skills learnt throughout this course as follows:

- (1) To realize good values, moral conscience and ethics
- (2) To be self and social responsible with good attitude and behaviour
- (3) To responsible of duties, good membership and develop leadership skills and act as a role model to others
- (4) To be disciplined and follow the organizational and social rules and regulations

1.2 Teaching methods

- lecturing alongside with examples of moral and ethical issues such in referencing and matters related to intellectual property law

- organising a focus group to find relevant examples

1.3 Evaluation methods

- Frequency of attendance and punctuality of assessment submission

-From assignment

2. Knowledge Development

2.1 Expected outcome on Knowledge and skills development

- (1) To understand the important principles and theories of hospitality organizational behavioral and interpersonal skills, international marketing, tourist behavior and related skills systematically and globally.
- (2) To be able to integrate knowledge of hospitality with other related fields.
- (3) To understand research designs and methodology in order to solve organisation problems and to develop organisation knowledge management.

2.2 Teaching methods

Lecture, focus group, group work, academic presentation, analytical studies, academic assessments throughout the semester

2.3 Evaluation methods

- Mid-term exam, and final exam
- Other written and verbal assessments throughout the semester
- Learning by doing (tour operated by students)

3. Intellectual Knowledge Innovation

3.1 Expected outcome on Intellectual Knowledge Innovation

- (1) To be able to evaluate and analyze data, and able to think critically and systematically in order to find cause, effect, and resolution of the problems in depth
- (2) To be able to apply methodologies, synthesis, evaluation both practically and theoretically in actual operations
- (3) To be able to suitably apply knowledge and innovation in business term and able to adapt innovation technology to the profession and related fields

3.2 Teaching methods

- Group work and presentation

- Group discussion

3.3 Evaluation methods

- Exams and assessments that focus on students' critical thinking analysis

4. Interpersonal Skills and Responsibility

4.1 Expected outcome on Interpersonal Skills and Responsibility

- (1) To be able to work with others and solve the problems both as a good leader and a good team member.

- (2) To be able to develop self – improvement continuously on professional learning improvement based on international criterion.

4.2 Teaching methods

- Delegate group work for group discussions

- Require oral presentations

4.3 Evaluation methods

- Self evaluation

- Peer evaluation

5. Numerical Analysis and Information Technology Skills

5.1 Expected outcome on Numerical Analysis and Information Technology Skills

- (1) To be able to apply foreign languages effectively when communicate both academically and professionally.

- (2) To be able to communicate effectively with foreigners from different culture in different situation.
- (3) To be able to use information technology suitably in different operations.
- (4) To be able to analyse and interpret data, facts, figures, statistics and/or numerical related tasks efficiently.

5.2 Teaching methods

- Self-study by learning from websites
- Self-study by practicing using computer software
- In class feedback after oral presentation

5.3 Evaluation methods

- Reports and presentations using technology
- Participation in discussions

Section 5: Teaching and Evaluation Plans

1. Lesson Plan

Week	Topics	No. of Hours	Teaching & Learning Activities, Instructional Media (if any)	Faculty Member(s)
1	Introduction to IHRM -The culture context of	6	Course outline Case studies	Aj. Thianrat Chatphattaraphon

	IHRM			
2	International staffing, recruitment and selection	6	Case studies , Pair-work, Guided-practice	Aj. Thianrat Chatphattaraphon
3	International training , development and careers	6	Case studies, Guided-practice, Individual work	Aj. Thianrat Chatphattaraphon
4	International Compensation	6	Case studies, Guided-practice, Individual work	Aj. Thianrat Chatphattaraphon
Midterm Examination (Individual paper on The cluster of Tourist Behavior / Written Examination)				
5	International compensation	6	Case studies, Guided-practice, Individual work,	Aj. Thianrat Chatphattaraphon
6	International industrial relations and the global institute context	6	Guided-practice, Individual work	Aj. Thianrat Chatphattaraphon
7	IHRM trends and future	6	Case studies, Guided-practice, Individual work,	Aj. Thianrat Chatphattaraphon
8	Spanning the Globe	3	Case studies , Individual work,	Aj. Thianrat Chatphattaraphon
Final Examination (written examination)				

1. Evaluation plan

Activities	Expected outcomes	Methods	Week	Percentage
1	1.1	Observe behavior, Participation	1-15	10%
2	3.1,3.2,3.3,4.1, 4.2,5.1,5.2,5.3,5.4	Presentation, Pair work, Individual work	2-15	30%
3	3.1,3.2,3.3,4.1, 4.2,5.1,5.2,5.3,5.4	Midterm Examination	8	30%
4	3.1,3.2,3.3,4.1, 4.2,5.1,5.2,5.3,5.4	Final Examination	16	30%

2. Evaluation

Learning Outcomes	Evaluation Methods	Week	Proportion of Evaluation (%)
1	Participation	1-15	10
2	Mid-term exam	2-15	20
3	Learning by doing	8	50
4	Final exam	16	20

Section 6 Teaching Materials and Resources

1. Texts and main documents

Tony Edward & Chris Rees. (Authors) (2013). “**International Human Resource Management**”.
Pearson

2. Documents and important information

1	Dowling Festing and Engle,SR,Cengage Learning (Authors) (2013). “ International Human Resource Management, ” 6 Editions.
2	Jaward Syed (Author) (2011). “ Human Resource Management: A Global and Critical Perspective ” 2 Editions.
3	Reymond A Noe (Authors) (2011). “ Employee Training Development ”. 7 Editions
4	Peter J Dowling, Marion Festing and Allen Engle (Authors) (2010). “ International Human Resource Management ”. 6th Edition

3. Documents and recommended information

1	Strategic HR Management (STUDENT WORKBOOK)
2	Current issues in International HRM: Alternative forms of assignments, careers and talent management in a global context
3	International Human Resource Management
4	Human Resource Management: A Global and Critical Perspective

Section 7 Evaluation and Improvement of Course Management

1. Strategies for Course Effectiveness Evaluation by Students

Effectiveness evaluation for this course is as follows:

- Interviews with students
- Observations of students' responses during class
- Students' online evaluation and feedback

2. Evaluation strategies in teaching methods

The strategies for collection data for teaching evaluation are as follows:

- Exam results
- Revision of learning outcomes

3. Improvement of Teaching

- Seminar for course and teaching improvement
- Research for course and teaching improvement

4. Evaluation of students' learning outcome

- Revision of assessment evaluations by external lecturers or experts

5. Review and improvement for better outcome

- Classroom activities, quizzes, observation, class participation and midterm and final examinations
- Students will be able to evaluate instructor qualification on teaching strategic skills
- The overall curriculum evaluation will be completed by last-year students, graduates, experts and scholars, and graduate users.