T-104
2022

Course Specification

هيئة تقويم التعليم والتدريب
Education & Training Evaluation Commission

Course Specification

Course Title:	**International human resources management**
Course Code:	**HRM-308**
Program:	**BSBA (HRM)**
Department:	**Human Resource Management**
College:	**College of Business Administration**
Institution:	Prince Sattam Bin Abdulaziz University, Al Kharj
Version:	**2022/2023**
Last Revision Date:	**21/3/2023**

Table of Contents:

A. General information about the course:

Course Identification					
1. Credit hours:	**4(4+0+0)**				
2. Course type					
a.	University ☐	College ☒	Department☐	Track☐	Others☐
b.	Required ☒	Elective☐			
3. Level/year at which this course is offered:		**Fourth Year/ Tenth Trimester**			
4. Course general Description The world is getting more diverse in terms of race, nationality and gender. This particular situation in this cotemporary business world, demands an attention toward cross- cultural sensitivity and competencies to handle various issues related to manage diverse workforce issues at international context.					
5. Pre-requirements for this course (if any): **HRM-223 & CL-140**					
6. Co- requirements for this course (if any): N/A					
7. Course Main Objective(s) This course has been tailored to understand the context of international HRM, the strategic planning for international workforce, developing international workforce, performance and compensation practices for international workforce and future trends & issues.					

1. Teaching mode (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1.	Traditional classroom	√	100
2.	E-learning		
3.	Hybrid • Traditional classroom • E-learning		
4.	Distance learning		

2. Contact Hours (based on the academic semester)

No	Activity	Contact Hours
1.	Lectures	44
2.	Laboratory/Studio	
3.	Field	

4.	Tutorial		4
5.	Others (specify)		
	Total		44

B. Course Learning Outcomes (CLOs), Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
1.0	Knowledge and understanding			
1.1	Define international employees Training &Development needs, types, roles, techniques and importance		Lecture class, Class Presentation, Group Discussion	Assignments, Quizzes, Midterm
1.2	Describe administrative issues and disputes resolution: Classify different performance measures and international compensation patterns.		Lecture class, Class Presentation, Group Discussion	Quizzes, Mid – Term, Assignment, Presentation,
1.3	Describe sources, and discuss the contemporary IHRM issues such as re-entry & career and host country contexts.		Lecture class, Class Presentation, Group Discussion	Assignments, Quizzes, and Final Exam
2.0	Skills			
2.1	Design how to develop human resource plan for recruitment and selection for international assignments into the organization		Lecture class, Class Presentation, Group Discussion	Evaluation of Group Discussions and feedback
3.0	Values, autonomy, and responsibility			
3.1	Demonstrate self management skill and impression management		Lecture class, Class Presentation, Group Discussion	Evaluation of case analysis in Teams, class presentations, Group Project evaluation & feedback on discussions.
3.2	Judge to analyze and deal with different personalities at work-place		Lecture class, Class Presentation, Group Discussion	Evaluation of cases and group discussions with feedback, course work and presentations.

C. Course Content

No	List of Topics	Contact Hours
1.	Introduction to International Human Resource Management	8
2.	Strategic Planning for International Workforce	8
3.	Developing International Workforce:	8
4.	Performance & Compensation Practices for International Workforce	12
5.	Future Trends & Issues	8
Total		44

D. Students Assessment Activities

No	Assessment Activities *	Assessment timing (in week no)	Percentage of Total Assessment Score
1.	Home Assignment (At least two)	4th & 8th	5%
2.	Case Study / Class participation / Presentation	7th	5%
3.	Mid Term Examination-I	7th	25%
4.	Quiz (At least two)	4th & 9th	15%
5.	Final Examination	12th	50%

*Assessment Activities (i.e., Written test, oral test, oral presentation, group project, essay, etc.)

E. Learning Resources and Facilities

1. References and Learning Resources

Essential References	Dowling. Festing & Engle, (2006). 'International Human Resource Management,'6TH Edition, Thomson Learning. ISBN-13: <u>9781408075746</u>
Supportive References	**Tony Edwards & Chris Rees, (2007).** 'International Human Resource Management', Pearson Education, ISBN-13: 81-317-1522-1 **Holden**, 'Cross-Cultural Management: A Knowledge Management Perspective' Financial Times Press. ISBN-13 978-0273646808 **Dennis R. Briscoe & Randall S. Schuler, (2004).** 'International Human Resource Management: Policy and Practice for Global Enterprise', Routledge, ISBN O-203-69459-7.
Electronic Materials	**http://www.ihrim.org**
Other Learning Materials	**Multi media associated with the text book and the relevant websites**

2. Required Facilities and equipment

Items	Resources
facilities (Classrooms, laboratories, exhibition rooms, simulation rooms, etc.)	Lecture room with capacity at least 25 seats
Technology equipment (projector, smart board, software)	Computer with internet connection and unique data sets for each students depending on the class size
Other equipment (depending on the nature of the specialty)	n/a

F. Assessment of Course Quality

Assessment Areas/Issues	Assessor	Assessment Methods
Effectiveness of teaching	Students Feedback through survey:	At the end of each academic semester, students' feedback is taken. A survey form

Assessment Areas/Issues	Assessor	Assessment Methods
		entitled, Course Evaluation Survey (CES) provided by NCAAA is administered by Quality & Development Unit regularly using the Survey Monkey portal. In the CES, Q.No.5 to Q.No.9 reflects the students' opinion on the effectiveness of teaching. Further, students can also provide their feedback on the effectiveness of teaching using the open ended questions given at the end of CES.
Effectiveness of students assessment	# Peer-Observation: # Self-Assessment:	1. A senior faculty from the college/department nominated by DC visits the class and observes at least 2-3 classes during the entire semester. Peer observer provides his feedback on a template provided by Deanship of Development & Quality viz. class observation form for developing the teaching learning process. At the end of each semester, the course instructor self-reflects his experiences during the semester and prepares the course report, which is discussed at the DC/CC for further improvement.
Quality of learning resources	# Conduct of workshop on Teaching Methodology: # Periodical Review of the Teaching Strategies:	1. Each academic year Deanship of Development & Quality conducts

Assessment Areas/Issues	Assessor	Assessment Methods
		various workshops on teaching methodologies and tools and faculty are nominated to attend these workshops 2. The Department council periodically reviews the teaching strategies of individual faculty members mentioned in course specifications and suggest measures for Improvement of Teaching.
The extent to which CLOs have been achieved	# In-house check marking of final Assessment Sheets # External Experts Independent verification and opinion: # Maintaining the Course Portfolio:	1. Check marking by an independent member of teaching staff of a sample of student work 2. Department randomly select the samples of students' work (Exam answer sheets, home assignments etc.) from the faculty course portfolio and send it to the external evaluators already identified by each department Each semester updating the course portfolio by providing samples of all kind of assessment .
Other	# The course material and learning outcomes are periodically reviewed and the changes to be taken are approved in the departmental and higher councils.	----

Assessment Areas/Issues	Assessor	Assessment Methods
	# The head of department and faculty take the responsibility of implementing the proposed changes.	

G. Specification Approval Data

COUNCIL /COMMITTEE	
REFERENCE NO.	
DATE	21/3/2023