



MAN 4625, Global Human Resource Management, CRN 13486

College of Business, Department of Management

MWF, 12:30 - 1:20pm, LH 1203

Spring 2020, 3 Credit Hours

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Office Hours: Mon: 9:30 - 10:30am, 11:30am - 12:30pm
Weds: 11:30am - 12:30pm
Fri: 9:30 - 10:30am, 11:30am - 12:30pm *or by appointment*

A. COURSE DESCRIPTION

Provides an introductory knowledge and skill base in aspects of global human resource management to assist with the effective management of people in international settings. Focus given to preparing employees for international assignments, international training and compensation, and management from a distance, among other international labor issues.

Pre-requisite: MAN 33301 Human Resource Management

B. KEY TOPICS COVERED IN THIS COURSE

1. Internationalization of Human Resource Management
2. Country and Company Culture
3. International Employment Law, Labor Standards, and Ethics
4. Strategic International Human Resource Management
5. International Mergers and Acquisitions, International Joint Ventures, and Alliances
6. International Workforce Planning and Staffing
7. International Recruitment, International Selection, and Repatriation
8. International Training and Management Development
9. International Employee Performance Management
10. International Compensation, Benefits, and Taxes
11. International Employee Relations

C. TEXTBOOK

International Human Resource Management: Policies and Practices for Multinational Enterprises (Global HRM) by Tarique, Briscoe, & Schuler (any edition). *Required*

D. GRADING AND ASSIGNMENTS

ITEM	Percent	Grading:
Exam 1, 2, 3, and Final (best of 3)	75%	A: 100-93 A-: 92.99-90
Class activities/participation	10%	B+: 89.99-87 B: 86.99-83 B-: 82.99-80
MNE Presentation	7.5%	C+: 79.99-77 C: 76.99-70
Global Job Consulting Project	7.5%	D+: 69.99-67 D: 66.99-63 D-: 62.99-60
TOTAL	100%	F: 59.99 or below

Initial Canvas assignment: As a University Policy, all faculty members are required to use Canvas to confirm a student's attendance for each course by the end of the first week of classes. Failure to do so will result in a delay in the disbursement of your financial aid. The confirmation of attendance is required for all students, not only those receiving financial aid.

Policy for late work: All papers / assignments should be turned in on the designated due date. Late papers will receive a 5-point deduction if they are turned in one-day late. Each subsequent day will receive an additional 10-point deduction. No exceptions.

Exams: There will be three exams in this course with a cumulative final exam during finals week. Exams will be a mix between multiple choice and free response questions. You will need to bring SCANTRON sheets and pencils for the exams. The exams will cover the book, lectures, slides, videos, presentations, and handouts. *Outside of university requirements, I will not give make-up exams. However, the lowest exam grade (including the final) will be dropped.*

Class activities/participation: There will be various activities and discussions that will take place during class time. If you are present and I believe you've put effort into the activity or discussion (regardless of whether you have the right answer, if there even is one), you'll get full credit. Your attendance and participation in these class sessions are critical to learning and therefore *no make-ups are allowed*. If you are absent for the activity or discussion, and/or I don't believe you seriously tried, you won't get credit. Credit may be denied if you are late to class or leave early. *However, the lowest two class activities will be dropped.*

Multinational Enterprise Presentation: Teams will research a multinational enterprise that is well known by reputation or name recognition. You will compile research on the MNE's HRM relations in the U.S. and one other country, and discuss the IHRM practices of the home office as well as its practices in the other country. You will identify how those practices vary across the two different countries, and discuss the implications for the HR function. Each team will make a 15-20-minute PowerPoint presentation. Care should be taken to structure the PowerPoint presentation in terms of identifying the IHRM practices in both venues and discussion of how the company might improve those practices and/or integrate them across various boundaries. There will be five teams total, each assigned to a specific world region (Asia, North America, Latin America and the Caribbean, Africa, and Europe).

Global Job Consulting Project:

You and your team (5-6 people) are to take on the role of an international human resource consultant to: (1) me, an individual considering relocating to another country for work, and (2) the organization offering to hire me. You will review job offer materials I received from the organization and help me decide whether I should accept this job. You will then take the organization’s perspective and offer your professional opinion of the appropriateness of the job offer and whether I would be a good hire for the organization. You will also apprise the organization of any potential risks and provide suggestions that will mitigate these risks and maximize job performance. There will be two deliverables: (1) a 15-minute PowerPoint presentation and (2) a 2-4 page executive summary of your suggestions. Detailed requirements, questions, and documents will be posted on Canvas.

Classroom etiquette:

- No use of any electronic devices in class, including phones, tablets, and computers.
- If you are asked to leave the class because of your classroom etiquette, you will be marked as missing the activity/participation grade for *that entire class*.

E. LEARNING OUTCOMES & ASSESSMENT

The Department of Management creates an environment that enables students to develop managerial knowledge and leadership skills, both individually and collaboratively, to: (1) recognize, evaluate, and cultivate business opportunities; (2) identify, understand, and implement positive solutions to organizational issues; and (3) build leadership capabilities to effectively manage organizational change in the global environment.

Lutgert C.O.B. Learning Goals & Objectives	Management Learning Objectives	Course Learning Objectives (measurable)	Assessment Methods
<p>Understand the business environment</p> <p>1. Demonstrate knowledge of ethical issues</p> <p>2. Demonstrate knowledge of global factors influencing business.</p> <p>3. Explain the importance of environmental responsibility.</p>	<p>1. Analyze ethical and CSR issues as they apply to management.</p> <p>2. Demonstrate knowledge of global factors influencing business</p>	<p>Demonstrate an understanding of ethical concerns and decision-making in global human resource management including impacts on various stakeholders. Demonstrate knowledge of global factors in human resource management in international organizations.</p>	<p>Exams</p> <p>Class activities</p> <p>Multinational Enterprise Presentation</p> <p>Global Job Consulting Project</p>
<p>Be effective problem solvers.</p> <p>1. Solve business problems using analytical tools</p>	<p>3. Solve management problems using analytical tools</p>	<p>Solve human resource problems by applying research findings in a global context, such as: hiring, training, and compensating employees</p>	<p>Exams</p> <p>Global Job Consulting Project</p>

		in an international organization	
Be an effective communicator 1. Deliver effective oral presentations 2. Prepare effective written reports	4. Demonstrate effective professional communication skills. 5. Work effectively in diverse teams	Deliver effective oral presentations and written reports within a diverse team	Class activities Multinational Enterprise Presentation Global Job Consulting Project
Have interdisciplinary business knowledge 1. Understand main concepts & definitions in accounting, economics, finance, information systems management, marketing and operations management. 2. Integrate knowledge across business disciplines	6. Integrate key management theories and practices	Explain key international human resource theories and practices and their impact on international business, organizational strategy, organizational behavior, and ethics	Exams Class activities Multinational Enterprise Presentation Global Job Consulting Project

F. ACADEMIC BEHAVIOR STANDARDS AND ACADEMIC DISHONESTY

All students are expected to demonstrate honesty in their academic pursuits. The university policies regarding issues of honesty can be found in the FGCU Student Guidebook under the Student Code of Conduct and Policies and Procedures sections. All students are expected to study this document which outlines their responsibilities and consequences for violations of the policy. The FGCU Student Guidebook is available online at <http://studentservices.fgcu.edu/judicialaffairs/new.html>

G. UNIVERSITY NONDISCRIMINATION STATEMENT

Florida Gulf Coast University is committed to ensuring equity and fairness for all University employees, students, visitors, vendors, contractors and other third parties. As such, the University prohibits discrimination on the bases of race, color, national origin, ethnicity, religion, age, disability, sex (including sexual harassment/assault), gender identity/expression, marital status, sexual orientation, veteran status or genetic predisposition with regard to admissions, employment, programs or other activities operated by the University. This prohibition extends to enforcement of Title IX of the Education Amendments of 1972. Questions or complaints should be directed to the Office of Institutional Equity and Compliance (OIEC). The OIEC's phone number is (239) 745-4366; the OIEC email address is OIEC@fgcu.edu.

H. DISABILITY ACCOMMODATIONS SERVICES

Florida Gulf Coast University, in accordance with the Americans with Disabilities Act and the university’s guiding principles, will provide classroom and academic accommodations to students with documented disabilities. If you need to request an accommodation in this class due to a disability, or you suspect that your academic performance is affected by a disability, please see me or contact the Office of Adaptive Services. The Office of Adaptive Services is located in the Wellness Building. The phone number is 239-590-7956 or Video Phone (VP) 239-243-9453. In addition to classroom and campus accommodations, individuals with disabilities are encouraged to create their personal emergency evacuation plan and FGCU is committed to providing information on emergency notification procedures. You can find information on the emergency exits and Areas of Rescue Assistance for each building, as well as other emergency preparedness materials on the Environmental Health and Safety and University Police Department websites. If you will need assistance in the event of an emergency due to a disability, please contact Adaptive Services for available services and information.

I. STUDENT OBSERVANCE OF RELIGIOUS HOLIDAYS

All students at Florida Gulf Coast University have a right to expect that the University will reasonably accommodate their religious observances, practices, and beliefs. Students, upon prior notification to their instructors, shall be excused from class or other scheduled academic activity to observe a religious holy day of their faith. Students shall be permitted a reasonable amount of time to make up the material or activities covered in their absence. Students shall not be penalized due to absence from class or other scheduled academic activity because of religious observances. Where practicable, major examinations, major assignments, and University ceremonies will not be scheduled on a major religious holy day. A student who is to be excused from class for a religious observance is not required to provide a second party certification of the reason for the absence.

J. COURSE SCHEDULE *(subject to change with notice)*

MAN 4625 Course Schedule		
Date	Topic	Chapter
1/6	Syllabus	
1/8	Internationalization of HRM	1
1/10	Internationalization of HRM	1
1/13	Country/Company Culture and IHRM	5
1/15	Country/Company Culture and IHRM	5
1/17	Country/Company Culture and IHRM	5
1/20	<i>NO CLASS - MLK Day Observed</i>	
1/22	Comparative IHRM	14
1/24	International Employment Law, Labor Standards, and Ethics	6
1/27	International Employment Law, Labor Standards, and Ethics	6
1/29	International Employment Law, Labor Standards, and Ethics	6
1/31	Exam 1 Review	
2/3	Exam 1	Ch. 1,5,6
2/5	Strategic IHRM	2

2/7	International Mergers and Acquisitions	4
2/10	International Mergers and Acquisitions	4
2/12	International Mergers and Acquisitions	4
2/14	MNE Presentation 1	
2/17	International Workforce Planning and Staffing	8
2/19	International Workforce Planning and Staffing	8
2/21	MNE Presentation 2	
2/24	International Recruitment, Selection, and Repatriation	9
2/26	International Recruitment, Selection, and Repatriation	9
2/28	International Recruitment, Selection, and Repatriation	9
3/2-3/6	<i>NO CLASS - Spring Break</i>	
3/9	Exam 2 Review	
3/11	Exam 2	Ch. 2,4,8,9
3/13	International Training and Management Development	10
3/16	International Training and Management Development	10
3/18	International Training and Management Development	10
3/20	MNE Presentation 3	
3/23	International Employee Performance Management	12
3/25	International Employee Performance Management	12
3/27	MNE Presentation 4	
3/30	International Compensation, Benefits, and Taxes	11
4/1	International Compensation, Benefits, and Taxes	11
4/3	International Compensation, Benefits, and Taxes	11
4/6	MNE Presentation 5	
4/8	International Employee Relations	7
4/10	International Employee Relations	7
4/13	Global Job Consulting Project - Preparation	
4/15	Exam 3 Review	
4/17	Exam 3	Ch. 7,10-12
4/20	Global Job Consulting Project - Presentations	
4/22	Global Job Consulting Project - Presentations	
4/24	Global Job Consulting Project - Presentations	
5/1	Final Exam	Cumulative