



浙江大學

**MGMT901**

**International Human Resources Management  
and Development**

## **MGMT901**

### **International Human Resources Management and Development**

#### **Instructor Contact Details**

Lecturer-in-charge: TBA

Email: wlwyxy\_29@zju.edu.cn

Office location: Huajiachi Campus, Zhejiang University

Consultation Time: to be announced, and by appointment

#### **Teaching Times, Modes and Locations**

The Time: TBA

Modes: Online/Face-to-face

Location: Anywhere via online/Huajiachi Campus, Zhejiang University via face-to-face

#### **Academic Level**

Postgraduate

#### **Units of Credit**

The course is worth 6 units of credit

#### **Credit Hours**

The number of credit hours of this course equals to the credits of a standard semester-long Australian university course.

#### **Contact Hours**

The course contains a total of 53 contact hours, which consists of orientation, lectures, seminars, quiz, discussion, research, case study, small tests, assignments, on-site field

trip(s), in-class and after-class activities, revision and final exam. Students will receive an official transcript which is issued by Zhejiang University when completing this course.

**Course Description:**

This course aims at providing students with an understanding of the core issues surrounding the management of organisations and its human resources and presents an overview of theories, problems and issues in human resource management in organisations.. Students will be introduced to the different concepts and theories which are vital towards effective management in these areas. Four key areas will be carefully examined in helping students develop a holistic perspective, including planning, organising, leading and controlling an organisation. Students will be encouraged to see how these are applicable in different dimensions and contexts.

**Prerequisite:**

N/A

**Learning Resources**

Reiche.BS, Spain. B, Wil Harzing. A: International Human Resource Management, 5th edn, Stone, R. 2017, Managing Human Resources, 9th edn, John Wiley, Milton.

**Learning Objectives**

By the end of this course you should be able to:

- Demonstrate an awareness of and knowledge about HRM, including: the role of HRM in modern workplaces, key HRM functions and how they relate to each other, options for implementing HRM functions, advantages and disadvantages of different HRM options
- Develop a critical understanding of contemporary developments in international HRM
- Take advantage of a rich combination of innovative and traditional teaching methods including taught sessions, guest speaker series and activities such as blended and virtual learning

- Forward-thinking programme that enhances technological and digital literacy to drive successful and socially responsible business decisions
- Engage in group discussions and conduct group work based on human resource management activities.
- Access, evaluate and apply findings from the evidence-based literature to address problems arising in human resource management.

**Course Delivery:**

- Online Lecture mode includes lectures, seminars, quiz, discussion, research, case study, small tests, assignments, online field trip(s), in-class activities, revision and final exam.
- Face-to-face Lecture mode includes lectures, seminars, quiz, discussion, research, case study, small tests, assignments, on-site field trip(s), in-class and after-class activities, revision and final exam.

The following course will be taught in English. There will also be guest speakers and optional field trips available for students who would like to enhance their learning experience. All courses and others sessions will be run during weekdays.

**Topics and Course Schedule:**

<b>Topic</b>	<b>Activities</b>
<b>Orientation</b>	
<b>Culture and Cross-Cultural Management</b>	Lecture; Tutorial
<b>Approaches to International Human Resource Management</b>	Lecture; Tutorial
<b>Organization and the external environment</b>	Lecture; Tutorial

<b>International perspective on employment relations</b>	Lecture; Tutorial
<b>Develop business leadership skills</b>	Lecture; Tutorial
<b>Seminar</b>	
<b>Managing diversity</b>	Lecture; Tutorial
<b>Operations and strategic human resource management</b>	Lecture; Tutorial
<b>Seminar</b>	
<b>Global and Local Resourcing: The Cases of Japan, Taiwan, China and Vietnam</b>	Lecture; Tutorial
<b>Global Performance Management</b>	Lecture; Tutorial
<b>Contemporary work and employment issues</b>	Lecture; Tutorial
<b>Research skills of managers</b>	Lecture; Tutorial
<b>Total Rewards in the International Context</b>	Lecture; Tutorial
<b>Corporate Social Responsibility and Sustainability through Ethical HRM Practices</b>	Lecture; Tutorial
<b>Revision</b>	
<b>Final exam</b>	

**Assessments:**

Class participation	10%
Quiz	20%
Research	20%

Final exam	50%
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**Grade Descriptors:**

HD	High Distinction	85-100
D	Distinction	75-84
Cr	Credit	65-74
P	Pass	50-64
F	Fail	0-49

**High Distinction 85-100**

Treatment of material evidences an advanced synthesis of ideas  
 Demonstration of initiative, complex understanding and analysis  
 Work is well-written and stylistically sophisticated, including appropriate referencing, clarity, and some creativity where appropriate  
 All criteria addressed to a high level

**Distinction 75-84**

Treatment of material evidences an advanced understanding of ideas  
 Demonstration of initiative, complex understanding and analysis  
 Work is well-written and stylistically strong  
 All criteria addressed strongly

**Credit 65-74**

Treatment of material displays a good understanding of ideas  
 Work is well-written and stylistically sound, with a minimum of syntactical errors  
 All criteria addressed clearly

**Pass 50-64**

Treatment of material indicates a satisfactory understanding of ideas  
 Work is adequately written, with some syntactical errors  
 Most criteria addressed adequately

**Fail 0-49**

Treatment of ideas indicates an inadequate understanding of ideas  
Written style inappropriate to task; major problems with expression  
Most criteria not clearly or adequately addressed

### **Academic Integrity**

Students are expected to uphold the university's academic honesty principles which are an integral part of the university's core values and principles. If a student fails to observe the acceptable standards of academic honesty, they could attract penalties and even disqualification from the course in more serious circumstances. Students are responsible for knowing and observing accepted principles of research, writing and any other task which they are required to complete.

Academic dishonesty or cheating includes acts of plagiarism, misrepresentation, fabrication, failure to reference materials used properly and forgery. These may include, but are not limited to: claiming the work of others as your own, deliberately applying false and inaccurate information, copying the work of others in part or whole, allowing others in the course to copy your work in part or whole, failing to appropriately acknowledge the work of other scholars/authors through acceptable referencing standards, purchasing papers or writing papers for other students and submitting the same paper twice for the same subject.

This Academic Integrity policy applies to all students of the Zhejiang University in all programmes of study, including non-graduating students. It is to reinforce the University's commitment to maintain integrity and honesty in all academic activities of the University community.

### **Policy**

- The foundation of good academic work is honesty. Maintaining academic integrity upholds the standards of the University.
- The responsibility for maintaining integrity in all the activities of the academic community lies with the students as well as the faculty and the University. Everyone in this community must work together to ensure that the values of truth, trust and justice are upheld.
- Academic dishonesty affects the University's reputation and devalues the degrees offered.



- The University will impose serious penalties on students who are found to have violated this Policy. The following penalties may be imposed:
  - Expulsion;
  - Suspension;
  - Zero mark/fail grade;
  - Marking down;
  - Re-doing/re-submitting of assignments or reports; and
  - Verbal or written warning.

