

## MODULE DESCRIPTOR

<b>MODULE TITLE</b>	GLOBAL PEOPLE DEVELOPMENT		
<b>MODULE CODE</b>	HR4204 (L5)	<b>CREDIT VALUE</b>	20 UK CREDITS / 10 ECTS
<b>SCHOOL</b>	SCHOOL OF BUSINESS AND MANAGEMENT		

### MODULE AIMS

This module aims to:

- critically explore and explain the role of human resource development (HRD) in developing the 'human capital' to enable agility, flexibility and sustainability,
- assess the factors that influence and shape it in practice
- recognise the challenges for HRD professionals operating in a global context in today's turbulent and complex business environment.

### MODULE CONTENT

**Indicative syllabus content:**

The module will analyse the contextual factors that support the development of people in international organisations operating across national boundaries and cultures. It will critically evaluate national culture and the extent that it shapes and determines human resource development perspectives and strategies, and critically examine the role of institutional and other actors/agencies that influence policies and practices in the design, delivery and evaluation of international human resource development.

- The key topics to be covered will include:
  - The nature and nuances of international human resource development
  - Role and importance of strategic HRD in global enterprises
  - Perspectives in comparative HRD in practice
  - Cross-cultural communication and development
  - Intercultural training and development
  - Opportunities for HRD arising through the internationalisation process
  - The role of international HRD professionals as 'learning architects' and change agents in the global workplace
  - Diversity, inclusion and ethical practice in global HRD
  - Digital strategies for communication and development in global organisations.

The module will make extensive use of case study material to help students critically apply theoretical knowledge in practical settings.

### INTENDED LEARNING OUTCOMES

**On successful completion of this module a student will be able to:**

1. Critically examine how global organizations effectively develop their employees across national boundaries and cultures
2. Apply theory and practice critically and selectively to address cross-cultural people development, challenges and issues
3. Develop specialist knowledge and behavioural skills that will facilitate the use of theoretical knowledge in an applied setting
4. Build digital capability through appropriate application of technical, communication and collaborative skills

### TEACHING METHODS

The teaching strategy will focus on application, analysis and evaluation providing students with an inclusive learning environment in which to share their knowledge, experience, and insight with the subject content. During the module students will continue to develop employability skills through activities designed to encourage communication (e.g., through debating, presenting, listening, and asking questions), group/team working, problem-identification and solving, research and reflection.

### ASSESSMENT METHODS

This module is assessed through one Examination and one Professional Learning Community (Group Activity and output using OneNote or similar, plus individual assessment of collaboration).