

MODULE DESCRIPTOR

MODULE TITLE	GLOBAL PEOPLE MANAGEMENT		
MODULE CODE	HR4205 (L7)	CREDIT VALUE	20 UK CREDITS / 10 ECTS
SCHOOL	SCHOOL OF BUSINESS AND MANAGEMENT		

MODULE AIMS

Operating successfully as a global business requires the effective and efficient management of people to deliver the business outcomes - wherever that business or those employees are situated. This module will provide the opportunity to analyse, explore and assess the major challenges and complexities for people management operating in an international context. Through critical awareness of comparative practices that encompass the whole employee life cycle, you will focus on global implementation that is ethically responsive and sustainable, whilst being sensitive to culture, contrasting working practices and institutional factors that influence people management practice in a global context.

MODULE CONTENT

Indicative syllabus content:

The key topics to be covered will include:

- The role of the MNO and the challenges for people practice managers in international organisations
- National cultural and institutional differences and their impact on managing employees in international organisations
- Workforce planning and the requirement for agile, flexible and multiskilled staff
- Comparative people management practices focusing on global resourcing, performance management and development, reward and compensation, talent management and sustainable people management practices e.g. FWA
- The role of the international manager including:
 - managing multicultural teams: diversity and inclusion;
 - effective communication practice in global organisations;
 - supporting and implementing change in a global context;
- Ethical and sustainability issues faced by organisations managing across national cultures and boundaries

INTENDED LEARNING OUTCOMES

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

1. Critically evaluate how organisations effectively manage their employees across national boundaries and cultures.
2. Apply theory and practice critically and selectively to address cross-cultural people management challenges and issues.
3. Develop specialist knowledge and behavioural skills that will facilitate the use of theoretical knowledge in an applied setting.
4. Devise effective and sustainable people management activities, change and practices in international contexts.
5. Build digital capability through appropriate application of technical, communication and collaborative skills.

TEACHING METHODS

The teaching strategy will build on the inter-dependent and independent learning philosophy of the programme and students will be expected to take a high degree of responsibility for their own learning. The aim is to create an inclusive and stimulating academic experience in which students can develop their full potential through a teaching and learning strategy that reflects and complements the learning outcomes of the module. 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. It is expected that there will be a high level of participation and contribution from students to enable a supportive, collaborative, and

inclusive learning environment. Lectures, seminars, student presentations, formative exercises, case studies, and discussion of academic articles will be used.

ASSESSMENT METHODS

This module is assessed through one Group Poster and one Examination.