

LEEDS BECKETT UNIVERSITY

Module Specification:

H6 Human Resource Management International Business Academy

Module Summary:

This module builds on previous study of the subject, covering traditional theories put forward by scholars such as Stephen Robbins and others, and further develops students' fundamental knowledge of the concepts and theories used in HRM- departments.

Students learn to identify the latest HRM trends of relevance to international business, to undertake some HRM research and to evaluate – especially from an applied perspective - the importance of specific HRM trends in a global environment

Module Aims

- To provide thorough insight into international human resource management
- To provide a “management tool-box” for function and development orientated management
- To demonstrate methods and techniques that will enable the student to manage and motivate a team in an international environment
- To give students a thorough understanding of “organisational behaviour”
- To give students a thorough understanding of cross-cultural management
- To enable students to analyse effectively the ways in which the various elements in the organisation interact and are dependent on each other
- To enable students to plan, manage and implement change and innovation in the work situation
- To provide methods and techniques to effect international strategic planning, objective setting and their implementation.

Module Learning Outcomes

By the end of this module, students will be able to:

- LO1 Use the “right” management and team building styles, as well as the “right” style in cross-cultural management
- LO2 To identify internal and external demands for reorganisation and implement necessary changes in the international organisation, as well as designing jobs that match the need for motivation of the individual employee as well as the group.
- LO3 Critically appraise and implement relevant objectives and strategies
- LO4 Critically apply theories to practical business situations