BUS 325 – Global Human Resource Management

Course Description

Examines the considerations for human resource management in support of global business operations. Analyzes the sources of labor, business strategy, corporate culture, and cultural differences as elements of global human resource planning. Reviews fundamental human resource issues such as compensation, productivity, and training.

Instructional Materials

Dowling, P. J., Festing, M., & Engle, A. D., Sr. (2008). *International human resource management: 2011 custom edition* (5th ed.). Mason, OH: South-Western Cengage.

Course Learning Outcomes

1. Describe the nature of globalization, cultures, and labor markets, and assess the impact on human resource management (HRM).
2. Analyze international business strategy to identify human resource requirements and formulate supporting HRM plans that can improve productivity and contribute to the firm's competitiveness.
3. Analyze staffing alternatives for foreign operations and address the considerations for the use of expatriates versus localization or third-country nationals.
4. Analyze recruiting and selection strategies that can be used to effectively meet organizational requirements for operating in multiple countries.
5. Examine training programs to improve performance throughout a multinational corporation and address the considerations for effective learning in a diverse workforce of expatriates, host country nationals, and third-country nationals.
6. Analyze performance management processes to assess and improve performance throughout a multinational corporation.
7. Examine compensation strategies to support international operations and balance global operational efficiencies with responsiveness to local labor conditions.
8. Analyze effective approaches to the broad spectrum of employee relations issues, including fostering ethical behavior, labor relations, and work conditions.
9. Use technology and information resources to research issues in global HRM.
10. Write clearly and concisely about global HRM issues using proper writing mechanics.