A. Course Description

Credits: 4

Prerequisites: HRM 310 Human Resource Management: A Strategic Framework

Corequisites: None

Lecture Hours/Week: 

MnTC Goals: Goal 08 - Global Perspective

This course covers the current issues, policies and practices of international human resource management within a typical U.S. multinational corporation. It addresses staffing, compensation, benefits, training and development, and labor and employee relations as they relate to Foreign Service employees and local national employees in subsidiary operations. Each student completes a special project related to human resource practices in another country. This course is recommended for general management and business administration students in addition to human resource management professionals.

B. Course Effective Dates: 08/01/1998 - 09/05/1999 09/06/1999 - Present

C. Outline of Major Content Areas:

See Course Description for major content areas.

D. Learning Outcomes (General)

1. Knows, understands and can effectively communicate current principles and practices of international human resource management as they pertain to the differing employee populations of a U.S. multinational organization.
2. Can effectively identify sources/resources and research HRM policies and practices in another country.
3. Knows, understands and can effectively communicate basic HRM policies and practices (staffing, compensation, training and development and labor relations) in one country other than the United States.
4. Knows, understands and can effectively communicate a variety of philosophies and compensation practices for U.S. expatriate assignments.
5. Knows, understands and can effectively communicate the elements of an effective U.S. expatriate assignment using current best practices for the assignment and the balance sheet approach to compensation.

E. Learning Outcomes (MN Transfer Curriculum)

Goal 08 - Global Perspective

1. Demonstrate knowledge of cultural, social, religious and linguistic differences.
2. Analyze specific international problems, illustrating the cultural, economic, and political differences that affect their solution.

F. Special Information

Recommended: MGMT 310 Principles of Management or MGMT 320 Organizational Behavior.