



Western Technical College

10116101 Human Resource International Issues

Course Outcome Summary

Course Information

Description	Each student researches the geography, demographics, and culture of various nations. Following the research, students will focus in international human resource practices, including recruiting staff, training, compensation, repatriation and performance management.
Career Cluster	Business Management and Administration
Instructional Level	Associate Degree Courses
Total Credits	2
Total Hours	36

Textbooks

No textbook required.

Success Abilities

1. Cultivate Passion: Enhance Personal Connections
2. Cultivate Passion: Expand a Growth-Mindset
3. Cultivate Passion: Increase Self-Awareness
4. Refine Professionalism: Act Ethically
5. Refine Professionalism: Improve Critical Thinking
6. Refine Professionalism: Participate Collaboratively
7. Refine Professionalism: Practice Effective Communication

Program Outcomes

1. Create an organizational workforce plan.
2. Develop training programs.
3. Examine organizational total rewards programs.

4. Incorporate employment law into business practices.
5. Facilitate effective employee relations.

Course Competencies

1. Review business ethics using a global framework.

Assessment Strategies

- 1.1. Oral Presentation (minimum 5 minutes)

Criteria

You will know you are successful when:

- 1.1. you identify an international business ethics issue in the news.
- 1.2. you provide a copy of your relevant article.
- 1.3. you summarize your article as part of the presentation.
- 1.4. you lead a class discussion relating to your article, with at least two questions.

Learning Objectives

- 1.a. Acquaint self with recent business ethical lapses.
- 1.b. Identify how ethics affects other stakeholders.

2. Apply ethics to decision making.

Assessment Strategies

- 2.1. Scenario Response
- 2.2. Written Objective Test (score 70% or higher)
- 2.3. Oral Presentation

Criteria

You will know you are successful when:

- 2.1. you participate in current event discussions.
- 2.2. you present a summary of your article to the class.
- 2.3. you lead a class discussion relating to your article.
- 2.4. you respond to questions and comments presented by the class.

Learning Objectives

- 2.a. Identify personal traits involved in decision making.
- 2.b. Identify stakeholders for each decision and the impact on them from unethical decisions.
- 2.c. Explain how organizational culture impacts decision making.

3. Compare country differences and their business cultures.

Assessment Strategies

- 3.1. Research Paper (3 page minimum)
- 3.2. Presentation (15 minutes minimum)

Criteria

You will know you are successful when:

- 3.1. you present research to class in a professional manner.
- 3.2. you include all required content areas in both paper and presentation.
- 3.3. you include a bibliography.

Learning Objectives

- 3.a. Review how the political, economic and legal systems of countries differ.
- 3.b. Appreciate how a country's political, economic and legal systems influence the benefits, costs and risks associated with doing business in that country.
- 3.c. Identify ethical issues that can arise when doing business in a nation with political, economic and legal systems different than those in the United States.
- 3.d. Identify customs and gestures for business.

4. Review how international human resource management differs from domestic & sustains

international business operations.

Assessment Strategies

- 4.1. Written Objective Test (score 70% or higher)
- 4.2. Performance

Criteria

You will know you are successful when:

- 4.1. you complete revision questions.

Learning Objectives

- 4.a. Define key terms in international human resource management.
- 4.b. Identify the differences between domestic and international human resource management and the variables that moderate these differences.
- 4.c. Discuss trends and challenges in international human resource management.

5. Explore the importance of recruiting and selecting staff for international assignments.

Assessment Strategies

- 5.1. Case Study

Criteria

You will know you are successful when:

- 5.1. you identify failure points for each candidate.
- 5.2. you identify candidates job fit.
- 5.3. you analyze potential cultural/gender issues.
- 5.4. you explain steps to ensure candidate success.

Learning Objectives

- 5.a. Discuss the issues surrounding expatriate failure.
- 5.b. Review selection criteria for international assignments.

6. Evaluate the challenges with training and development.

Assessment Strategies

- 6.1. Case Study

Criteria

You will know you are successful when:

- 6.1. you identify the value to the multinational firm.
- 6.2. you reflect on the trailing spouse situation.
- 6.3. you consider the impact to all family members in this case.
- 6.4. you discuss potential impact on all family relationships.

Learning Objectives

- 6.a. Explain the role of training in supporting expatriate adjustment and on-assignment performance.
- 6.b. Identify components of effective pre-departure training.
- 6.c. Discuss the development aspect of international assignments and its relation to international career paths.

7. Review compensation issues related to international human resources.

Assessment Strategies

- 7.1. Written Product

Criteria

You will know you are successful when:

- 7.1. you calculate net income.
- 7.2. you calculate income tax adjustments.
- 7.3. you discuss impact of housing allowance.
- 7.4. you convert international salary into US Dollars.

Learning Objectives

- 7.a. Examine the complexities that arise when firms move from compensation at the domestic level to compensation in an international context.
- 7.b. List the key components of an international compensation program.
- 7.c. Identify the advantages and disadvantages of the two main approaches to international compensation.
- 7.d. Review the problems areas of taxation, valid international living cost data and the problems of managing third country national compensation.

8. Explain performance management issues.

Assessment Strategies

- 8.1. Case Study

Criteria

You will know you are successful when:

- 8.1. you consider reasons for changes in sales.
- 8.2. you question changes in production.
- 8.3. you identify possible family concerns.
- 8.4. you analyze possible gender/cultural influences.

Learning Objectives

- 8.a. Explain performance management as a part of a multinational's control system.
- 8.b. Identify factors associated with expatriate performance including compensation package, task and role, headquarters' support, host environmental factors and cultural adjustment.