Module Descriptor

Title	Critical Issues in International HRM		
Session	2026/27	**Status**	Existing
Code	HURM10005	**SCQF Level**	10
Credit Points	20	**ECTS (European Credit Transfer Scheme)**	10
School	**Business and Creative Industries**		
Module Co-ordinator	A Burnett		

Summary of Module

The module provides a critical approach to the analysis of the international dimensions of HRM and people management within the context of an increasingly interconnected and internationalising world economy. The module examines empirical and theoretical developments in the contemporary context and relates these developments to prevailing debates on people management and HRM. i.e. the local, national and international dimensions of the management of the employment relationship, and the nature and extent to which the transfer and transferability of HRM practice would occur across boundaries.

The module encompasses a number of salient HRM issues; cultural differences between countries that would be reflected in different approaches to employment management; ways in which the HRM specialism would develop a global discourse of the management of people; and future scenarios in terms of the development of International HRM as practice and theory.

Module Delivery Method	On-Campus[1] ☒	Hybrid[2] ☐	Online[3] ☐	Work -Based Learning[4] ☐
Campuses for Module Delivery	☐ Ayr ☐ Dumfries	☐ Lanarkshire ☐ London ☒ Paisley	☐ Online / Distance Learning ☐ Other (specify)	

Terms for Module Delivery	Term 1	☐	Term 2	☒	Term 3	☐
Long-thin Delivery over more than one Term	Term 1 – Term 2	☐	Term 2 – Term 3	☐	Term 3 – Term 1	☐

Learning Outcomes	
L1	Critically analyse approaches to HRM and people management across contexts
L2	Distinguish between culturally specific and universal conceptions of HRM and people management
L3	Critically appraise international processes of HRM and people management.
L4	Advise management professionals and wider stakeholders on the activities and potential of HRM people management theory and practice within and across borders
L5	Critically reflect on how knowledge and methodologies from the disciplinary field would inform knowledge and understanding.

Employability Skills and Personal Development Planning (PDP) Skills	
SCQF Headings	**During completion of this module, there will be an opportunity to achieve core skills in:**
Knowledge and Understanding (K and U)	**Please select SCQF Level** The module provides access to knowledge that covers and integrates the main areas of the international human resource management subject discipline, including main features and terminology. The module provides critical knowledge and understanding of the principal theories and key concepts in the disciplinary field.
Practice: Applied Knowledge and Understanding	**Please select SCQF Level** The module deploys a range of materials that are informed by vanguard developments in the disciplinary field and uses a range of specialised techniques of enquiry relevant and practical to the field that encourages creativity and originality of practice.

[1] Where contact hours are synchronous/ live and take place fully on campus. Campus-based learning is focused on providing an interactive learning experience supported by a range of digitally-enabled asynchronous learning opportunities including learning materials, resources, and opportunities provided via the virtual learning environment. On-campus contact hours will be clearly articulated to students.

[2] The module includes a combination of synchronous/ live on-campus and online learning events. These will be supported by a range of digitally-enabled asynchronous learning opportunities including learning materials, resources, and opportunities provided via the virtual learning environment. On-campus and online contact hours will be clearly articulated to students.

[3] Where all learning is solely delivered by web-based or internet-based technologies and the participants can engage in all learning activities through these means. All required contact hours will be clearly articulated to students.

[4] Learning activities where the main location for the learning experience is in the workplace. All required contact hours, whether online or on campus, will be clearly articulated to students

Generic Cognitive skills	**Please select SCQF Level** The module applies critical evaluation and synthesis to issues that are informed by developments in the discipline area; and the development of creative responses to problems and issues of relevance to management practice.
Communication, ICT and Numeracy Skills	**Please select SCQF Level** The module provides the scope for professional standards of communication through verbal and digital formats using appropriate methods with peers and members of staff.
Autonomy, Accountability and Working with Others	**Please select SCQF Level** The module facilitates the exercise of substantial autonomy, initiative, and where relevant, collaboration in the presentation of ideas and coursework for assessment, involving taking responsibility for individual contributions in terms of accessing and critically interpreting a range of potential resources.

Prerequisites	**Module Code**	**Module Title**
	Other	
Co-requisites	**Module Code**	**Module Title**

Learning and Teaching
In line with current learning and teaching principles, a 20-credit module includes 200 learning hours, normally including a minimum of 36 contact hours and maximum of 48 contact hours. In line with current learning and teaching principles, a 20-credit module includes 200 learning hours, normally including a minimum of 36 contact hours and maximum of 48 contact hours. In line with UWS Curriculum Framework, the module provides a flexible, student-centred and inclusive approach to learning and teaching. The module has been designed around the delivery of engaging, activity- and discussion-based workshops, nurtured by meaningful online content, including short videos, reading materials, topical issues etc. This is further supported by the assessment approach adopted, enabling students to develop both academic and employability-focused knowledge and skills within the key areas of the module content.

The contact hours shown below reflect full-time delivery — these may differ for students students blended/work-based learning programmes — please refer to the 'Teaching & Assessment' section on the UWS website (https://www.uws.ac.uk/study/undergraduate/undergraduate-course-search/people-management) for more information.

Learning Activities During completion of this module, the learning activities undertaken to achieve the module learning outcomes are stated below:	**Student Learning Hours** (Note: Learning hours include both contact hours and hours spent on other learning activities)
Laboratory / Practical Demonstration / Workshop	36
Asynchronous Class Activity	
Independent Study	124
Please select	
Please select	
Please select	
TOTAL	200

Indicative Resources

The following materials form essential underpinning for the module content and ultimately for the learning outcomes:

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Harzing, A. and Pinnington, A., (2019) International HRM 5th Edition. Sage. London

(N.B. Although reading lists should include current publications, students are advised (particularly for material marked with an asterisk*) to wait until the start of session for confirmation of the most up-to-date material)

Attendance and Engagement Requirements

In line with the Student Attendance and Engagement Procedure, Students are academically engaged if they are regularly attending and participating in timetabled on-campus and online teaching sessions, asynchronous online learning activities, course-related learning resources, and complete assessments and submit these on time.

For the purposes of this module, academic engagement equates to the following:

Module attendance

Submission of assessments

Assigned reading/tasks

Classroom participation

Equality and Diversity
The University's Equality, Diversity and Human Rights Procedure can be accessed at the following link: UWS Equality, Diversity and Human Rights Code.
(N.B. Every effort will be made by the University to accommodate any equality and diversity issues brought to the attention of the School)

Supplemental Information

Divisional Programme Board	**Management, Organisations People**
Overall Assessment Results	☐ **Pass / Fail** ☒ **Graded**
Module Eligible for Compensation	☐ **Yes** ☐ **No** **If this module is eligible for compensation, there may be cases where compensation is not permitted due to programme accreditation requirements. Please check the associated programme specification for details.**
School Assessment Board	Management Organisations People
Moderator	C Clark
External Examiner	O Adekoya
Accreditation Details	CIPD
Module Appears in CPD catalogue	☒ **Yes** ☐ **No**
Changes / Version Number	1

Assessment (also refer to Assessment Outcomes Grids below)
Assessment 1
75% of the overall module assessment will be accounted for by an individual written essay assessment. The essay consists of an analytically composed country to country comparison of systems that inform HRM polcies, practices and procedures and contribute to knowledge about International HRM.
Assessment 2
25% of the overall module assessment will be accounted for by an individual CPD/reflective essay. The Reflexivie Critique will critically examine the contruction of knowledge about International HRM.
Assessment 3

(N.B. (i) Assessment Outcomes Grids for the module (one for each component) can be found below which clearly demonstrate how the learning outcomes of the module will be assessed.

(ii) An indicative schedule listing approximate times within the academic calendar when assessment is likely to feature will be provided within the Student Module Handbook.)

Component 1							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
Individual Reflection	☒	☒	☒	☒	☐	75	

Component 2							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
Group Project	☐	☐	☐	☐	☒	25	0

Component 3							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
	☐	☐	☐	☐	☐		
Combined total for all components						100%	hours

Change Control

What	**When**	**Who**