

Module Descriptor 2023/24

Title of Module: Critical Issues in International HRM			
Code: HURM10005	SCQF Level: (Scottish Credit and Qualifications Framework)	Credit Points: 20	ECTS: 10 (European Credit Transfer Scheme)
School:	School of Business Creative Industries		
Module Co-ordinator:	Andrew 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

Face-To-Face	Blended	Fully Online
✓	✓	
<p>Face-To-Face Term used to describe the traditional classroom environment where the students and the lecturer meet synchronously in the same room for the whole provision.</p> <p>Fully Online Instruction that is solely delivered by web-based or internet-based technologies. This term is used to describe the previously used terms distance learning and e learning.</p> <p>Blended A mode of delivery of a module or a programme that involves online and face-to-face delivery of learning, teaching and assessment activities, student support and feedback. A programme may be considered "blended" if it includes a combination of face-to-face, online and blended modules. If an online programme has any compulsory face-to-face and campus elements it must be described as blended with clearly articulated delivery information to manage student expectations</p>		

Campus(es) for Module Delivery

The module will **normally** be offered on the following campuses / or by Distance Learning (D/L) (ie. Virtual Campus): (Provided viable student numbers permit)

Paisley:	Ayr:	Dumfries:	Hamilton:	D/L Virtual Campus:	Other:
✓					

Course Reference Numbers (CRNs) (if known)

Paisley:	Ayr:	Dumfries:	Hamilton:	D/L Virtual Campus:	Other:
TBC					

Trimester(s) for Module Delivery		
(Provided viable student numbers permit).		
Trimester 1	Trimester 2	Trimester 3
	✓	

Learning Outcomes: (maximum of 5 statements)
<p>At the end of this module the student will be able to:</p> <p>L1. Critically analyse approaches to HRM and people management across contexts.</p> <p>L2. Distinguish between culturally specific and universal conceptions of HRM and people management.</p> <p>L3. Critically appraise international processes of HRM and people management.</p> <p>L4. Advise management professionals and wider stakeholders on the activities and potential of HRM people management theory and practice within and across borders.</p> <p>L5. Critically reflect on how knowledge and methodologies from the disciplinary field would inform knowledge and understanding.</p>

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)	<p>SCQF Level 10</p> <p>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.</p> <p>The module provides critical knowledge and understanding of the principal theories and key concepts in the disciplinary field.</p>
Practice: Applied Knowledge and Understanding	<p>SCQF Level 10</p> <p>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.</p>
Generic Cognitive skills	<p>SCQF Level 10</p> <p>The module application of 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.</p>
Communication, ICT and Numeracy Skills	<p>SCQF Level 10</p> <p>The module provides the scope for professional standards of communication through verbal and digital formats using appropriate methods with peers and members of staff.</p>

Autonomy, Accountability and Working with others	SCQF Level 10 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.
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Pre-requisites:	Before undertaking this module the student should have undertaken the following:	
	Module Code: —	Module Title: —
	Other: Students must be enrolled on the BA(Hons) Business & HRM or BA(Hons) People Management.	
Co-requisites:	Module Code: —	Module Title: —

* Indicates that module descriptor is not published.

Learning and Teaching	
In line with UWS' Curriculum Framework, providing a flexible and hybrid, 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, quizzes, etc. This approach creates more flexibility for students, while also enhancing deeper learning through engagement with peers and teaching staff, both online and in the classroom. This is further supported by the assessment approach adopted, enabling students to develop both academic and employability-focused knowledge and skills within International HRM — all aligned to the overarching purpose and aims of the programme.	
Learning Activities During completion of this module, the learning activities undertaken to achieve the module learning outcomes are stated below:	Student Learning Hours (Normally totalling 200 hours): (Note: Learning hours include both contact hours and hours spent on other learning activities)
Laboratory/Practical Demonstration/Workshop	36
Independent Study	164
	200 Hours Total

**Indicative Resources: (eg. Core text, journals, internet access)
The following materials form essential underpinning for the module content and ultimately for the learning outcomes: Harzing, A. and Pinnington, A., (2019) International HRM 5th Edition. Sage. London
Details of further resources, including textbooks, journals and online resources will be identified at the beginning of each delivery in the module handbook and made available via Aula/myUWS.
(**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 Requirements
In line with the Academic Engagement and Attendance Procedure, Students are defined as academically engaged if they are regularly engaged with timetabled teaching sessions, course-related learning resources including those in the Library and on Moodle, and complete assessments and submit these on time. Please refer to the Academic Engagement and Attendance Procedure at the following link: Academic engagement and attendance procedure

Programme Board (Previously Subject Development Group (SDG)/LTC)	Management, Organisations and People
Assessment Results (Pass/Fail)	No
Subject Panel	Management, Organisations and People
Moderator	Catherine Clark
External Examiner	Olatunji Adekoya
Accreditation Details	The module is accredited by the Chartered Institute of Personnel and Development (CIPD).
Changes/Version Number	1

Assessment: (also refer to Assessment Outcomes Grids at end of document)
75% of the overall module assessment will be accounted for by an individual written assessment.
25% of the overall module assessment will be accounted for by an individual CPD/reflective essay.
(N.B. (i) Assessment Outcomes Grids for the module (one for each main assessment category) can be found at the end of this descriptor 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 Handbook.)

Assessment Outcome Grids (Footnote A.)

Assessment Category 1							
Assessment Type (Footnote B.)	Learning Outcome (1)	Learning Outcome (2)	Learning Outcome (3)	Learning Outcome (4)	Learning Outcome (5)	Weighting (%) of Assessment Element	Timetable d Contact Hours
Portfolio of written work	✓	✓	✓	✓		75	0
Assessment Category 2							
Assessment Type (Footnote B.)	Learning Outcome (1)	Learning Outcome (2)	Learning Outcome (3)	Learning Outcome (4)	Learning Outcome (5)	Weighting (%) of Assessment Element	Timetable d Contact Hours
Essay					✓	25	0
Combined Total For All Assignment Categories						100	0

Footnotes:

- A. Referred to within Assessment Section above
- B. Identified in the Learning Outcome Section above

Note(s):

More than one assessment method can be used to assess individual learning outcomes.

Schools are responsible for determining student contact hours. Please refer to University Policy on contact hours (extract contained within section 10 of the Module Descriptor guidance note). This will normally be variable across Schools, dependent on Programmes &/or Professional requirements.

Equality and Diversity

The Equality, Diversity and Human Rights policy underpins student engagement. We aim to make UWS a fair and equal place to study an institution which addresses specific issues covering all aspects of equality, diversity and human rights. Where required module assessment will be adapted to meet student requirements.

[UWS Equality and Diversity Policy](#)

(N.B. Every effort will be made by the University to accommodate any equality and diversity issues brought to the attention of the School)
