

COURSE OUTLINE

(1) GENERAL

SCHOOL	SCHOOL OF BUSINESS ADMINISTRATION		
ACADEMIC UNIT	DEPARTMENT OF BUSINESS ADMINISTRATION		
LEVEL OF STUDIES	POSTGRADUATE STUDIES		
MASTER	MASTER IN HUMAN RESOURCE MANAGEMENT		
COURSE CODE	HRM251	SEMESTER	B
COURSE TITLE	International Human Resource Management		
INDEPENDENT TEACHING ACTIVITIES <i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>	WEEKLY TEACHING HOURS	CREDITS	
	3	7,5	
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
COURSE TYPE <i>general background, special background, specialised general knowledge, skills development</i>	SPECIAL BACKGROUND		
PREREQUISITE COURSES:	NO		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	GREEK OR/AND ENGLISH		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	NO		
COURSE WEBSITE (URL)			

(2) LEARNING OUTCOMES

<p>Learning outcomes</p> <p><i>The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described.</i></p> <p><i>Consult Appendix A</i></p> <ul style="list-style-type: none"> • <i>Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area</i> • <i>Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B</i> • <i>Guidelines for writing Learning Outcomes</i>
<p>After the completion of the module, students will be able to understand:</p> <ul style="list-style-type: none"> • The contemporary place in which International Human Resource Management exists • The common issues and the differences between International Human Resource Management and Human Resource Management • The various approaches and models of International Human Resource Management • The contemporary policies and practices of International Human Resource Management • The contemporary developments in the field of International Human Resource Management
<p><i>Search for, analysis and synthesis of data and information, Project planning and management with the use of the necessary technology</i></p> <p><i>Respect for difference and multiculturalism</i></p>

<i>Adapting to new situations</i> <i>Decision-making</i> <i>Working independently</i> <i>Team work</i> <i>Working in an international environment</i> <i>Working in an interdisciplinary environment</i> <i>Production of new research ideas</i>	<i>Respect for the natural environment</i> <i>Showing social, professional and ethical responsibility and sensitivity to gender issues</i> <i>Criticism and self-criticism</i> <i>Production of free, creative and inductive thinking</i> <i>Others...</i>
<ul style="list-style-type: none"> • Adjustment in new situations • Resilience • Decision making • Employment in an international environment • Employment in a interdisciplinary environment • Production of new research ideas • Respectofdiversityandmulticulturalism • Deployment of criticism and self-criticism • Promotionoffree, creative, andinductivewayof thinking 	

(3) SYLLABUS

1. Introductiontothemodule– Theconceptandthesignificance of International Human Resource Management
2. Theoretical models and approaches regarding the analysis of practices and methods for Human Resource Management in an international level
3. The importance of expatriates and repatriates for the contemporary organizations
4.The effect of organizational culture in the international companies/international human resource management
5. Recruitment and selection in the international companies
6. Training and development in the international companies
7. Performance assessment in the international companies
8. Rewards and talent
9. Managing multinational teams & Global talent management
10. Presentation of assignments
11. Presentation of assignments
12. Presentation of assignments
13. Exams

(4) TEACHING and LEARNING METHODS - EVALUATION

<p>DELIVERY <i>Face-to-face, Distance learning, etc.</i></p>	<p>Face to face and remotely. Interactive teaching with case studies. PowerPoint is utilized as well as scientific and magazine articles.</p>	
<p>USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i></p>	<p>The educational electronic platform of the university is used, openeclass</p>	
<p>TEACHING METHODS <i>The manner and methods of teaching are described in detail.</i> <i>Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.</i></p> <p><i>The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS</i></p>	Activity	Semester workload
	Lectures and final exams	36+3=39
	Literature review	36 * 3 = 108
	Assignment completion	4 * 10 =40
<p>STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure</i></p> <p><i>Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</i></p> <p><i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i></p>	Course total	187
	<ol style="list-style-type: none"> 1. Written exams (50%) 2. Assignments (40%) 3. Participation in the lectures (10%) <p>Performance assessment criteria are available to the openeclass platform</p>	

(5) ATTACHED BIBLIOGRAPHY

Recommended textbooks:

- *Tarique I, Briscoe, D. Schuller R (2015) International Human Resource Management: Policies and Practices for Multinational Enterprises (Global HRM), Routledge; 5th edition*
- *Rees C, Edwards T (2010) International Human Resource Management Globalization, National Systems and Multinational Companies, Pearson, 2nd Edition*
- *Iles, Paul, Zhang, Crystal. (2013) International human resource management : a cross-cultural and comparative approach, London : Chartered Institute of Personnel and Development.*

- Relevant scientific journals:

- *International Journal of Human Resource Management*
- *Human Resource Management Journal*
- *Human Resource Management*
- *Management International Review*